Northern Saskatchewan

Regional Training Needs Assessment Report 2006-2007

March 2006

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Produced in partnership by:

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Cover photo: mineral exploration courtesy of Cameco Corporation, Northern Affairs, La Ronge

Northern Region
Northlands College Regional Offices
Career and Employment Services,
Saskatchewan Community Resources and Employment
Camsell Portage
Uranium City
Fond-du-Lac
Stony Rapids
Black Lake
Cluff Lake Mine
Midwest Deposit
McClean Lake Mine
Points North Landing
Rabbit Lake Mine
Cigar Lake Mine
Wollaston Lake
McArthur River Mine
Key Lake Mine
Kinoosao
Descharme Lake
La Loche
Turnor Lake
Garson Lake
Bear Creek
Michel Village
Dillon
Patuanak
Southend
Brabant Lake
St. George's Hill
Buffalo Narrows
Pine-house
Ile a la Crosse
Missinipe
Seabee Mine
Sandy Bay
Grand-mother's Bay
Nemeiben River
Stanley Mission
Pelican Narrows
Canoe Narrows
Cole Bay
Hall Lake
La Ronge
Air Ronge
Creighton
Jans Bay
Beauval
Deschambault Lake
Athabasca Region
Dore Lake
Denare Beach
Konuto Mine
Sled Lake
Green Lake
Weyakwin
Sturgeon Landing
Timber Bay
Montreal Lake
Cumberland House
Northwest Region
North Central Region
Northeast Region
Buffalo Narrows
La Ronge
Creighton
Northlands College Program Areas in Northern Saskatchewan
Source: Saskatchewan Learning, La Ronge, Sk, February 2006

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Summary of Trends and Training Priorities

i. Population Trends and Implications in Summary

Population Trends	Implications for Education and Training
Population is small and people live in small communities across a large area	• Distances and small communities can result in difficulties in recruiting educators, higher cost of program delivery, and fewer services, facilities and equipment. Retaining trades and technology instructors is difficult because of competition with industry who often pay higher wages and offer commuting services from southern communities.
Population is young and projected to grow by 38% in the next 15 years.	• Population growth will place a greater demand on both K-12 and post-secondary education and training programs • New labour force entrants will be looking for employment and will need to be willing to be mobile to embrace employment opportunities.
Majority of population is of Aboriginal heritage	• Opportunities for partnerships and liaison between provincial and First Nations school systems and training agencies
Population is aging - decrease in Kindergarten enrolments and increase in older workforce	• Enrolments in provincial and First Nations K-12 schools have increased at middle year and high school levels but decreased at elementary and Kindergarten level. • Increased demand for schools to offer full high school curriculum and career planning. • Future demand on post-secondary education and training programs and services. • Many employers prefer or expect workers to have a minimum Grade 12.
Educational attainment is lower than provincial levels	• Continued efforts needed of K-12 systems to retain and graduate their students • Continued need for adult upgrading and literacy programs • Continued high demand for post-secondary education and training programs • Potential for distance education opportunities.
Low participation in the labour force and high unemployment	• Need for economic development in order to create jobs for new workers • Need for labour force to be willing to be mobile • Labour force entrants require education and skill training in order to access the available employment opportunities or to qualify for jobs in other parts of Saskatchewan or Alberta. • Continued need for career planning for adults and career awareness in schools • Increased need for academic upgrading and GED programs since fewer businesses are accepting less than Grade 12

ii. Summary of Trends in Major Northern Industries

Trends in Major Northern Industries		
Mining	**Forecast**	**What's happening?**
	Above average employment growth	High market prices for gold and uranium have encouraged mining companies to increase exploration for new deposits and increase production at operating mines. Employment will be stable in the mining and exploration industry for years to come. Mining offers long-term, high paying jobs. There are jobs for people at all skill levels, however, the majority of jobs now require post-secondary training.
	Skills Needed	
	• Basic education level of Grade 12 is preferred and or expected • Specific skills like mill and equipment operators, underground miners, mineral exploration technician • Trades like power engineers, instrumentation technicians, mechanics • Professional and management like geologist, mine engineers, supervisors	
	Training Strategies and Partnerships	
	• Multi-Party Training Plan identifies and plans training for the industry • Career Transition pilot program to train professional employees for Cameco • Mining companies' education promotion through tours, presentations, scholarships and awards.	
Oil and gas	**Forecast**	**What's happening?**
	Above average employment growth	High oil and gas market prices have spurred exploration drilling in Saskatchewan and Alberta. There are many employment opportunities for entry level to experienced workers who are willing to be mobile and work outdoors. A new road link may make it easier for residents to access some of the projected 6,000 new jobs and 9,000 jobs open due to employee turnover between 2005 and 2014 at the massive oil sands projects in Alberta.
	Skills Needed	
	• Entry level and experienced oil and gas rig crews, equipment operators • There is a strong demand for workers with higher level training as engineers, project managers, geoscientists, trades, and mechanics at oil sands projects.	
	Training Strategies and Partnerships	
	• Oil Sands Subcommittee employment and training	

Forestry	**Forecast**	**What's happening?**
	Below average	The softwood lumber dispute with the United States and competition from producers in the southern hemisphere continue to hamper the forestry industry in northern Saskatchewan. Sawmills and pulp and paper mills have been struggling to remain competitive and their employees are facing temporary layoffs and permanent job losses.
	Skills Needed	
	• Specific skills such as sawmill workers and mechanical harvesters, process operators, and trades like instrumentation technicians and mechanics to replace turnover in the industry	
	Training Strategies and Partnerships	
	• Forestry Training Subcommittee partnership identifies and plans training for the industry	
Construction	**Forecast**	**What's happening?**
	Average growth	Employment in the province's construction trades expanded 32% in the past decade. There are a number of industrial and residential projects planned and underway in the north and across the border at Fort McMurray which will create employment and apprenticeship training opportunities for those willing to be mobile to the job sites.
	Skills Needed	
	• Trades like carpenter, roofer, electrician, plumber, welder, cement worker, floor covering installer, and painter • Specific skills like construction labourer and trades helpers.	
	Training Strategies and Partnerships	
	• Northern Apprenticeship Subcommittee partnership indentures apprentices to the subcommittee. NAC assists apprentices to proceed through training and to gain trade time through employment. • A mobile training lab, funded by SIAST, mining industry, and other partners, will offer training at construction sites or northern locations and could serve a variety of industrial sectors. • The province's $65.5M Roads to Prosperity strategy will include skill training to support business development, management, and construction.	

Services	**Forecast**	**What's happening?**
	Average growth	As the northern population increases, the demand for retail, business, and personal services grows. The service and retail industries offer employment opportunities for youth and for people with lower skill levels. There are also careers for people with professional qualifications such as dentists, lawyers, and accountants. People with skills training increase their employability and chances for advancement.
	Skills Needed	
	• Workers in retail sales, and tourism services as well as professionals and higher skill levels such as supervisors, police, cooks, accountants.	

Transportation	**Forecast**	**What's happening?**
	Above average employment growth	The transportation industry, as a spin off from mining and exploration in the region, has employment opportunities for truck drivers to transport supplies and building material for operating mines, for construction of Cigar Lake, and for the booming exploration industry.
	Skills Needed	
	• Specific skills like basic drivers license and truck driver 1A	

Health and Education	**Forecast**	**What's happening?**
	Above average employment growth	Health authorities continue to have shortages of doctors, nurses, medical technicians, and other skilled health workers. The health authorities are under pressure to compete for health professionals, replace retiring workers, and replace workers who move on to urban centres. In the school divisions, educators with specialty certifications continue to be in demand in the north for a growing high school population.
	Skills Needed	
	• Workers for the health sector including licensed practical nurses, lab and X-ray technicians, special care aides, food service workers, as well as professionals such as nurses, social workers, and physicians. • Teachers with specialty qualifications in such areas as high school sciences and math, computer science, practical and applied arts, and French immersion.	
	Training Strategies and Partnerships	
	• The province's newly announced health labour market council may provide an opportunity for the Northern Health Training Subcommittee to link into this broader initiative as a means of training northern residents for health careers.	

iii. Summary of Training Priorities and Opportunities 2006-2007

◊ The demand for Basic Education and GED preparation classes will continue in the northern region – post-secondary training institutes and employers are increasingly requiring applicants to have achieved Grade 12.

◊ Northlands College plans to work with its partners in mining, forestry, oil sands, and health sector initiatives to provide the following training opportunities that are linked to employment opportunities in industries in the northern region.

Labour Market Demand and Training Priorities	**Mining and Exploration**	**Oil & gas**	**Forestry**	**Construction & Trades**	**Commercial & Public Services**
Basic Ed/Adult 12/GED	✓	✓	✓	✓	✓
Online high school	✓	✓	✓	✓	✓
Specific Skills					
Administration Certificate					✓
Chemical Technologist	✓				✓
Community Additions					✓
Construction Labourer	✓	✓		✓	
Continuing Care Assistant					✓
Cooking/camp services	✓	✓			✓
Diamond Driller helper	✓	✓			
Early Childhood Education					✓
Forest Fire Fighter			✓		
Heavy Equipment operator	✓	✓	✓		
Library Technician					✓
Mechanical Harvesting			✓		
Mine Engineering Technology	✓				
Mineral Exploration Technician	✓				
Office education	✓	✓			✓
Oil Fields Safety		✓			
Sawmill Operation			✓		
Truck Driver	✓	✓	✓		✓
Underground miner	✓				
Trades					
Carpenter	✓	✓		✓	
Electrician	✓	✓		✓	
Heavy Duty Mechanic	✓	✓	✓		
Instrumentation technologist	✓	✓	✓		
Steam/Pipe Fitter	✓	✓		✓	
Power engineer	✓	✓			
Welder	✓	✓		✓	
Professional & Management					
Social Worker					✓
Teacher Education					✓
University	✓	✓	✓		✓

1 Consulting with Partners

- Purpose

  ◊ This regional training needs assessment report serves two purposes. It is part of an annual planning process undertaken by all colleges and Saskatchewan Institute of Applied Science and Technology to look at training needs in each region of Saskatchewan and to find ways to address those needs through partnerships and consultations. The report also serves to share information about the region, its residents, its economy, and its employment opportunities.

- Process

  ◊ Information for the labour market and demographic sections of this report were obtained from Statistics Canada Census, Saskatchewan Health's Covered Population statistics, Northern Labour Market Committee meetings and Subcommittees, *Opportunity North*, interviews, and written material from web sites, newspapers, and publications.

  ◊ Northlands College leads the process to develop the training section of this report through the following steps.

  - Regional program planning meetings to consult with stakeholders about their local training needs, discuss the budget allocated to their region, share local labour market information, and propose solutions.
  - Semi-annual meetings with all northern training-related funding agencies to determine their priorities for funding and the amounts of financial commitment.
  - Meetings with committees or forums that represent target groups or industries in the region. These include the Northern Labour Market Committee (NLMC) and its task-oriented subcommittees: Mineral Sector Steering Committee; Forestry Training Subcommittee; Northern Apprenticeship Committee, Oil Sands Subcommittee, and Health Training Subcommittee.
  - Northlands College Board finalizes the Program Plan and initial programs are advertised in the program calendar.
  - Ongoing program planning throughout the year in order to address emerging training needs, resulting in additional programs being launched during the year.

2 Tracking Population Trends

- A small but growing population

  ◊ The population lives primarily in small communities across a very large area.

  ◊ The region served by Northlands College encompasses the northern half of Saskatchewan, approximately 300,000 square kilometres of forested land and lakes.

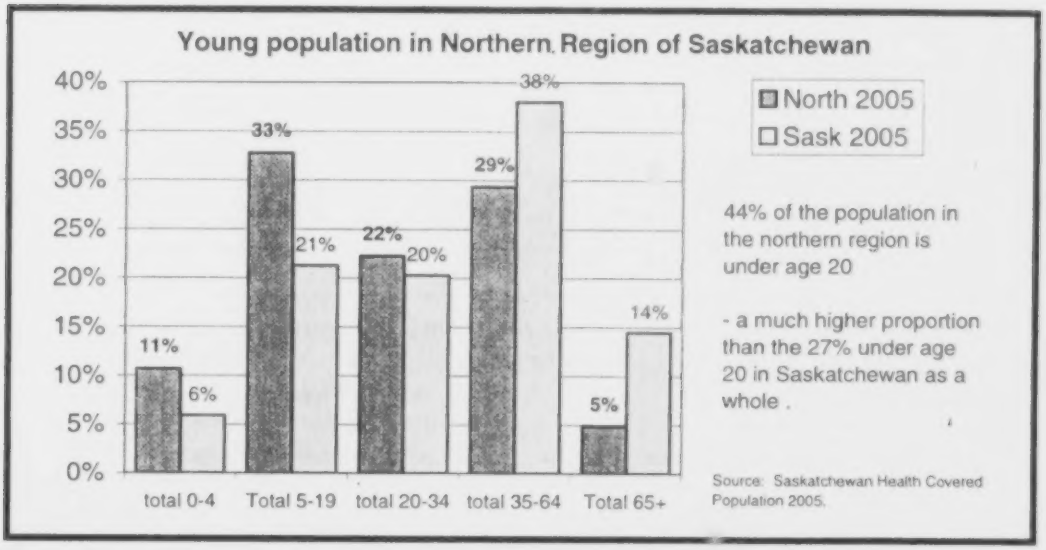
  ◊ Communities fall under the authority of four health authorities: Mamawetan Churchill River (central and east), Keewatin Yatthe (west), Athabasca (far north), and Kelsey Trail (Cumberland House). This region falls within the boundary of the Northern Administration District as defined by the provincial department of Government Relations, the same boundary used by the federal government for Saskatchewan Census District #18.

  ◊ The population is small. Only 32,029 people live in the region, representing 3.3% of the province's population of 978,933 (Census 2001). Another source of population statistics, Saskatchewan Health's Covered Population for 2005, depicts 36,955 people living in the region (3.6% of the province's population of 1,021,080).

Population by Age – Saskatchewan and Northern Region From Census 2001 and Saskatchewan Health 2005

	Census 2001				Saskatchewan Health 2005			
	Saskatchewan	%	Northern Region	%	Saskatchewan	%	Northern Region	%
0-4	60,940	6%	3,740	12%	60,292	6%	3,954	11%
5-9	69,325	7%	4,030	13%	64,545	6%	3,811	10%
10-14	76,960	8%	4,050	13%	73,286	7%	4,273	12%
15-19	78,315	8%	3,240	10%	79,527	8%	4,029	11%
Subtotal	**285,540**	**29%**	**15,060**	**47%**	**277,650**	**27%**	**16,067**	**43%**
20-24	65,925	7%	2,310	7%	77,723	8%	3,064	8%
25-34	115,125	12%	4,565	14%	129,482	13%	5,173	14%
35-44	149,335	15%	4,180	13%	140,957	14%	4,975	13%
45-64	215,440	22%	4,440	14%	247,435	24%	5,878	16%
65+	147,565	15%	1,465	5%	147,833	14%	1,798	5%
Total	**978,930**	**100%**	**32,020**	**100%**	**1,021,080**	**100%**	**36,955**	**100%**

◊ The population is young. In the northern region, people under the age of 20 make up 44% of the population, a much higher proportion of youth than in the province as a whole where only 27% are under the age of 20. The school-age population (age 5 to 19) totals 12,113 children and these children form one-third (33%) of the population in the north – provincially, school age children comprise 21% of the population. The population age 65 and over comprises only 5% of the population compared to 14% provincially.



◊ The majority of people in the region are of Aboriginal heritage. People reporting an Aboriginal identity form 83.6% of the population in northern Saskatchewan compared to 13.3% provincially and 3.3% nationally, as shown in the chart (Census 2001).

◊ In fact, 23% of the Aboriginal people in Saskatchewan reside in the northern half of the province.

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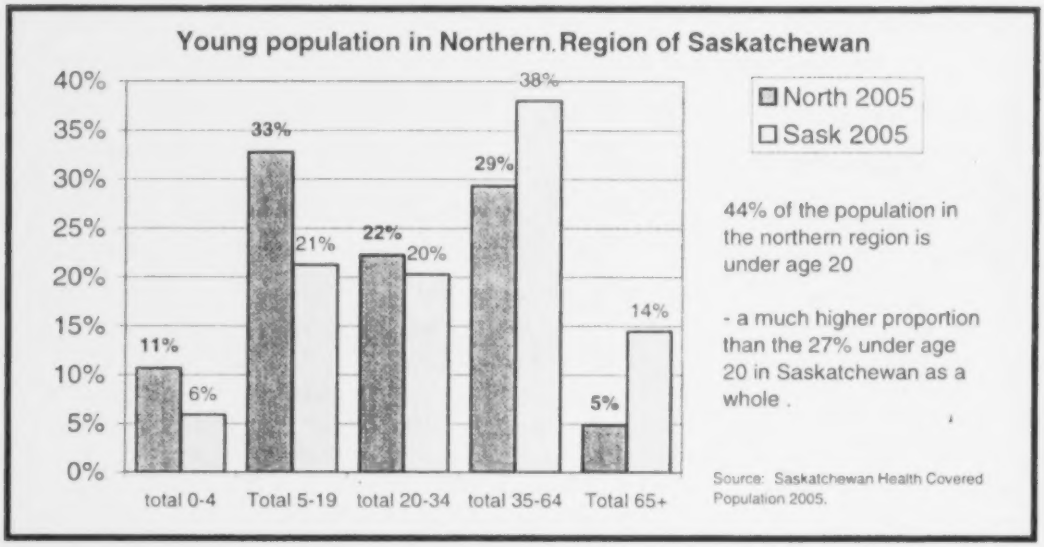

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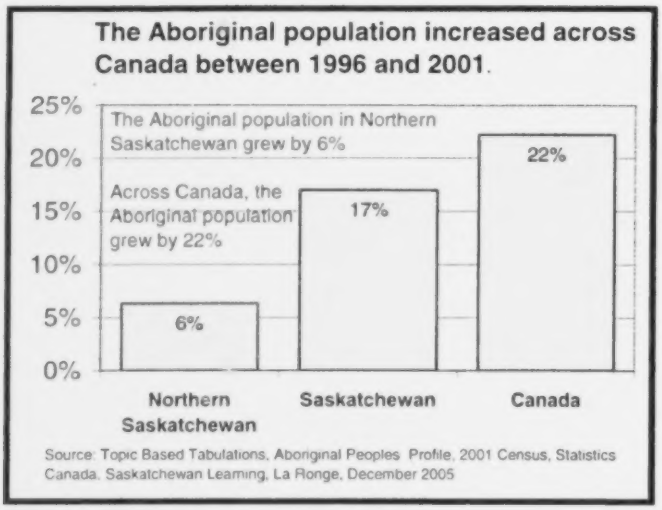
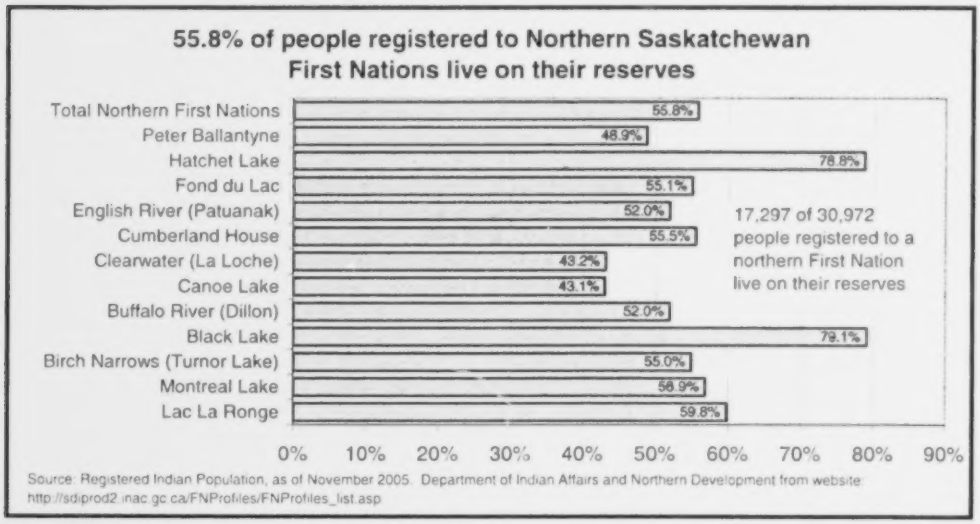
◊ In fact, 23% of the Aboriginal people in Saskatchewan reside in the northern half of the province.

◊ The population reporting Aboriginal heritage grew by 6% in northern Saskatchewan, by 17% in Saskatchewan and by 22% across Canada between 1996 and 2001.



◊ Just over half (55.8%) of the people registered to a northern Saskatchewan First Nation live on their reserves as shown in the next chart.


55.8% of people registered to Northern Saskatchewan First Nations live on their reserves
Total Northern First Nations 55.8%
Peter Ballantyne 48.9%
Hatchet Lake 78.8%
Fond du Lac 55.1%
English River (Patuanak) 52.0%
Cumberland House 55.5%
Clearwater (La Loche) 43.2%
Canoe Lake 43.1%
Buffalo River (Dillon) 52.0%
Black Lake 79.1%
Birch Narrows (Turnor Lake) 55.0%
Montreal Lake 56.9%
Lac La Ronge 59.8%
17,297 of 30,972 people registered to a northern First Nation live on their reserves
0% 10% 20% 30% 40% 50% 60% 70% 80% 90%
Source: Registered Indian Population, as of November 2005. Department of Indian Affairs and Northern Development from website: http://sdiprod2.inac.gc.ca/FNProfiles/FNProfiles_list.asp

◊ The population is growing. Between 1998 and 2005, the population in the northern region grew by 5.8% compared to a decline of 1.1% provincially (Saskatchewan Health Covered Population).

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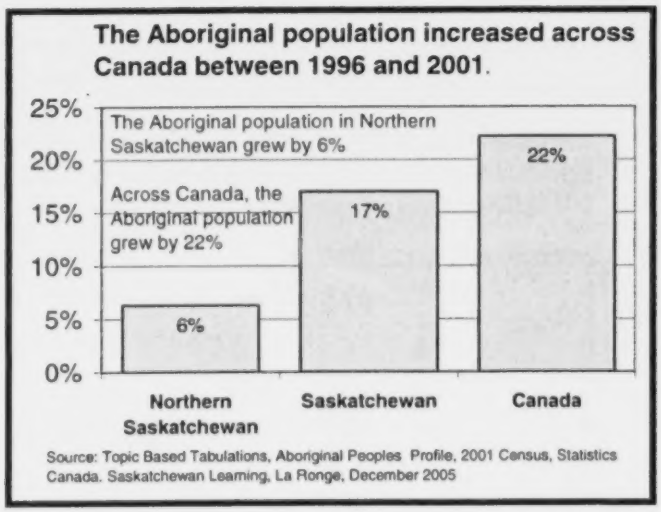

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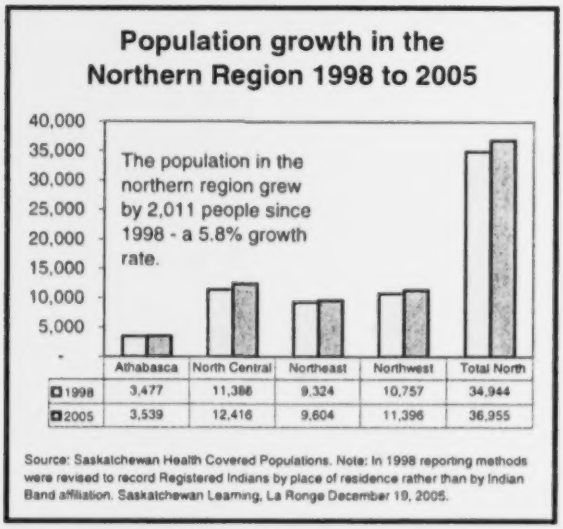
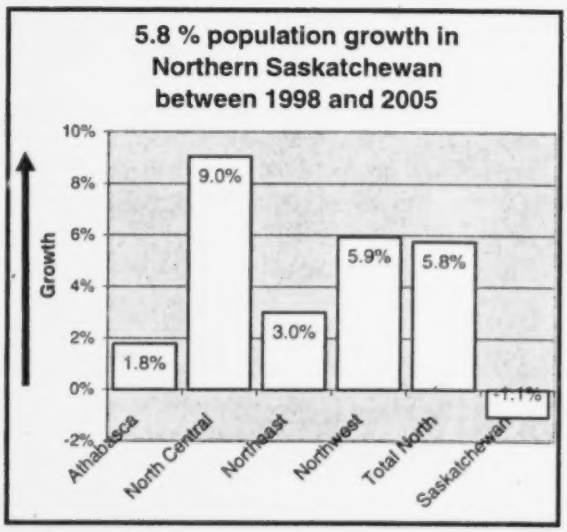
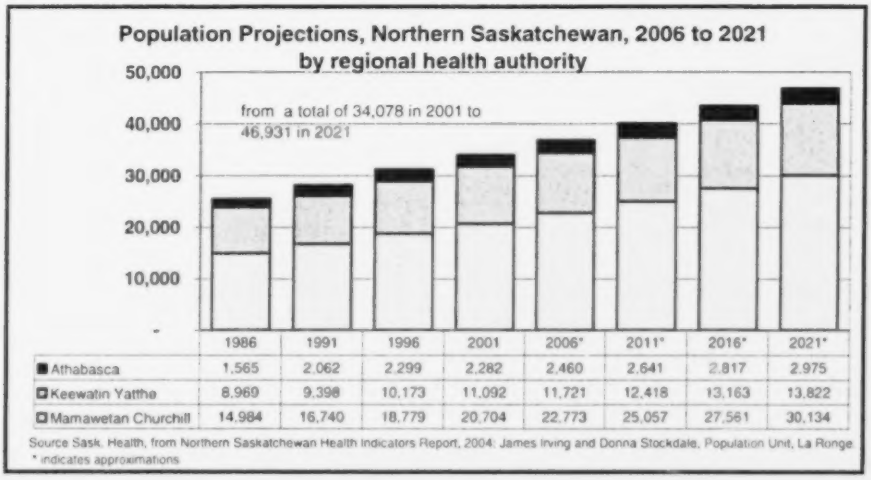

Population growth in the Northern Region 1998 to 2005
40,000
35,000
30,000
25,000
20,000
15,000
10,000
5,000
-
The population in the northern region grew by 2,011 people since 1998 - a 5.8% growth rate.
Athabasca
North Central
Northeast
Northwest
Total North
1998 3,477 11,386 9,324 10,757 34,944
2005 3,539 12,416 9,604 11,396 36,955
Source: Saskatchewan Health Covered Populations. Note: In 1998 reporting methods were revised to record Registered Indians by place of residence rather than by Indian Band affiliation. Saskatchewan Learning, La Ronge December 19, 2005.



◊ All four northern areas showed growth since 1998 but the north central and northwest areas experienced the most growth - the north central grew by 9% and the northwest by 5.9%

Northern Region (Sask Health 2005)	1971	1975	1980	1985	1990	1995	1998	2000	2005	Change 1998 to 2005
Athabasca	3,790	3,801	4,887	2,754	3,065	3,544	3,477	3,407	3,539	1.8%
North Central	6,187	6,884	8,404	9,161	10,437	11,755	11,386	11,455	12,416	9.0%
Northeast	6,194	6,610	7,003	7,755	8,552	9,655	9,324	9,223	9,604	3.0%
Northwest	5,908	7,185	8,098	8,891	9,618	10,719	10,757	10,931	11,396	5.9%
Total	22,079	24,480	28,392	28,561	31,672	35,673	34,944	35,016	36,955	5.8%
Saskatchewan	939,636	931,604	982,257	1,039,249	1,029,352	1,020,378	1,031,933	1,021,762	1021080	-1.1%

◊ The population in the region is expected to continue to grow -Saskatchewan Health projects 38% growth in the next 15 years. The north central area is projected to experience the highest growth, as shown on the next chart.

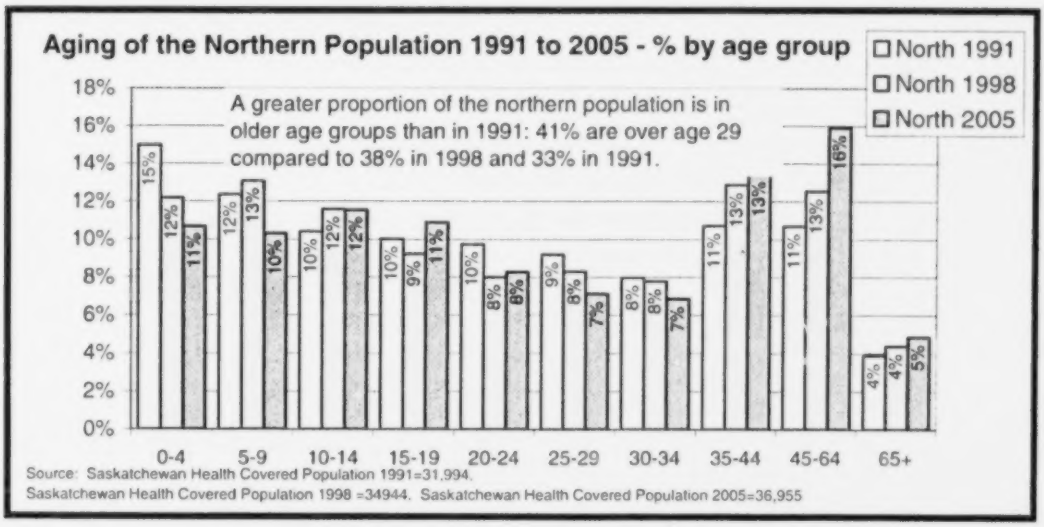


	1986	1991	1996	2001	2006*	2011*	2016*	2021*
Athabasca	1,565	2,062	2,299	2,282	2,460	2,641	2,817	2,975
Keewatin Yatthe	8,969	9,398	10,173	11,092	11,721	12,418	13,163	13,822
Mamawetan Churchill	14,984	16,740	18,779	20,704	22,773	25,057	27,561	30,134

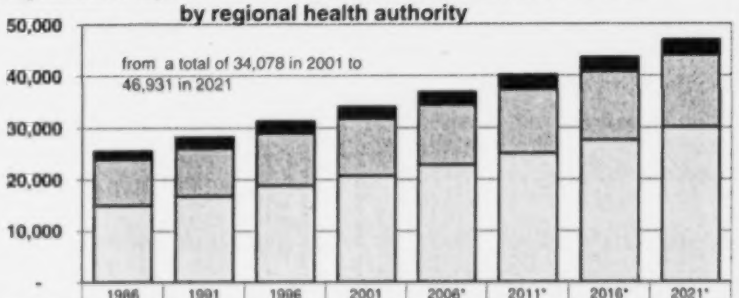
Source Sask. Health, from Northern Saskatchewan Health Indicators Report, 2004; James Irving and Donna Stockdale, Population Unit, La Ronge
* indicates approximations

◊ The birth rate in the northern region is about 1.5 times higher than the provincial rate. However, the birth rate over time is becoming closer to the provincial rate. Over the past decade, the number of births per year has been gradually decreasing from almost 900 births each year in the early 1990s to fewer than 800 births each year. In the next 15 years, the 16,000 children currently age 0 to 19 will be in the child bearing age range of 15 to 34, a 30% increase over the number of people currently in those age groups. This means that despite a declining birth rate, there will be more people of child bearing ages so the actual number of births should remain relatively high.

◊ The population is aging. With the declining number of births, a greater proportion of the region's population is now in older age groups: people over age 29 increased from 33% of the population in 1991 to 38% in 1998 to 41% in 2005.


Aging of the Northern Population 1991 to 2005 - % by age group
North 1991
North 1998
North 2005
A greater proportion of the northern population is in older age groups than in 1991: 41% are over age 29 compared to 38% in 1998 and 33% in 1991.
18%
16%
14%
12%
10%
8%
6%
4%
2%
0%
15% 12% 11%
12% 13% 10%
10% 12% 12%
10% 9% 11%
10% 8% 8%
9% 8% 7%
8% 8% 7%
11% 13% 13%
11% 13% 16%
4% 4% 5%
0-4 5-9 10-14 15-19 20-24 25-29 30-34 35-44 45-64 65+
Source: Saskatchewan Health Covered Population 1991=31,994.
Saskatchewan Health Covered Population 1998 =34944. Saskatchewan Health Covered Population 2005=36,955

Population Projections, Northern Saskatchewan, 2006 to 2021 by regional health authority



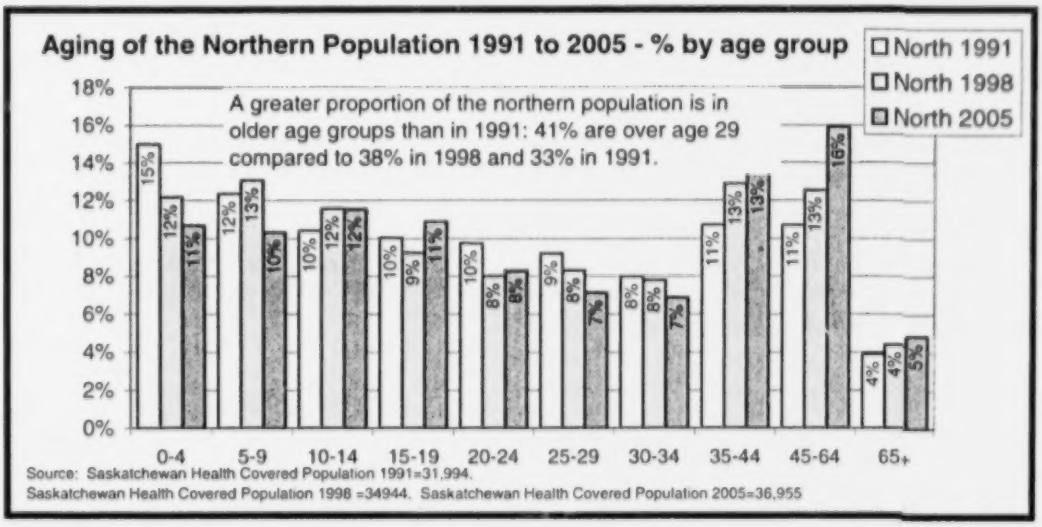
	1986	1991	1996	2001	2006*	2011*	2016*	2021*
Athabasca	1,565	2,062	2,299	2,282	2,460	2,641	2,817	2,975
Keewatin Yatthe	8,969	9,398	10,173	11,092	11,721	12,418	13,163	13,822
Mamawetan Churchill	14,984	16,740	18,779	20,704	22,773	25,057	27,561	30,134

Source Sask. Health, from Northern Saskatchewan Health Indicators Report, 2004: James Irving and Donna Stockdale, Population Unit, La Ronge.
* indicates approximations

◊ The birth rate in the northern region is about 1.5 times higher than the provincial rate. However, the birth rate over time is becoming closer to the provincial rate. Over the past decade, the number of births per year has been gradually decreasing from almost 900 births each year in the early 1990s to fewer than 800 births each year. In the next 15 years, the 16,000 children currently age 0 to 19 will be in the child bearing age range of 15 to 34, a 30% increase over the number of people currently in those age groups. This means that despite a declining birth rate, there will be more people of child bearing ages so the actual number of births should remain relatively high.

◊ The population is aging. With the declining number of births, a greater proportion of the region's population is now in older age groups: people over age 29 increased from 33% of the population in 1991 to 38% in 1998 to 41% in 2005.

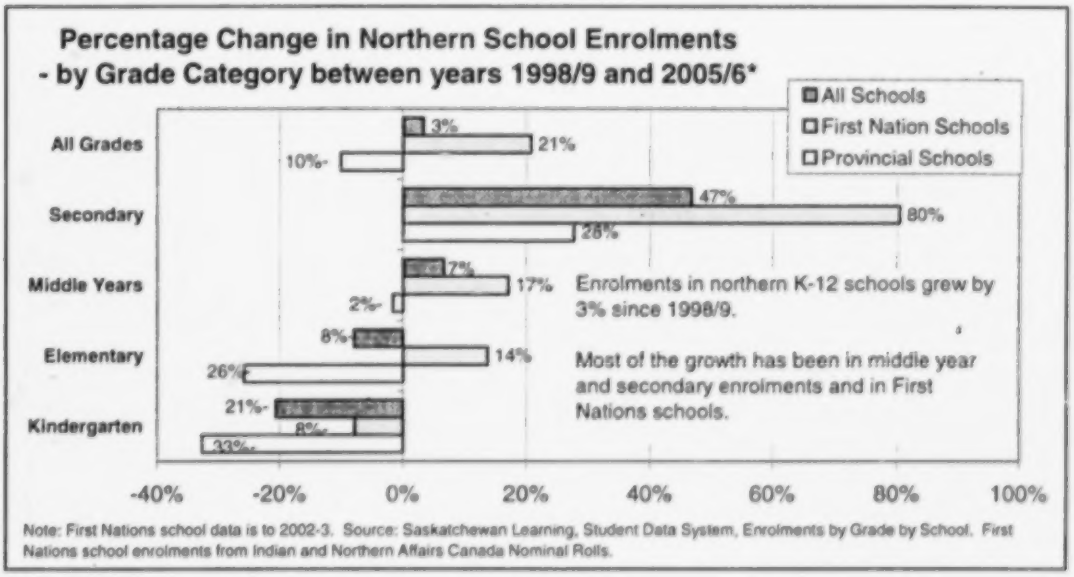
Aging of the Northern Population 1991 to 2005 - % by age group



Source: Saskatchewan Health Covered Population 1991=31,994.
Saskatchewan Health Covered Population 1998 =34944. Saskatchewan Health Covered Population 2005=36,955

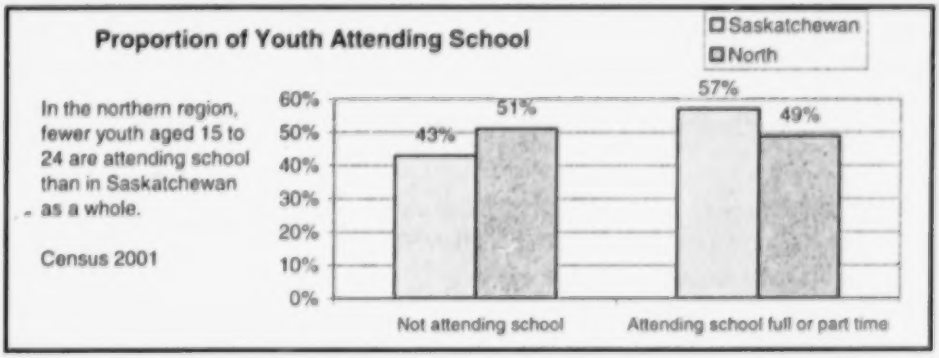
◊ The number of children age 0-4 has declined. This age group now forms only 11% of the northern population compared to 15% in 1991 – a decline of 836 children. The number of children age 10 to 19 (middle year and high school grade levels) increased by 1,621 people.

◊ Total school enrolments are increasing. Since 1998/9, total enrolments increased by 3% across the north. Most of the growth has been in middle years and high school enrolments and in First Nations schools. However, enrolments in both provincial and First Nations kindergarten classes have been declining. Part of the increase in enrolments in First Nations schools is the result of several provincial schools being transferred to First Nations systems.



Note: First Nations school data is to 2002-3. Source: Saskatchewan Learning, Student Data System, Enrolments by Grade by School. First Nations school enrolments from Indian and Northern Affairs Canada Nominal Rolls.

◊ More youth are attending school. In the northern population aged 15 to 24, more youth were attending school in 2001 than before, although the proportion is still much lower than the province as a whole. 49% were attending school either full-time or part-time compared to 45% in 1996. Province-wide, 57% of youth age 15 to 24 were attending school (Census 2001).

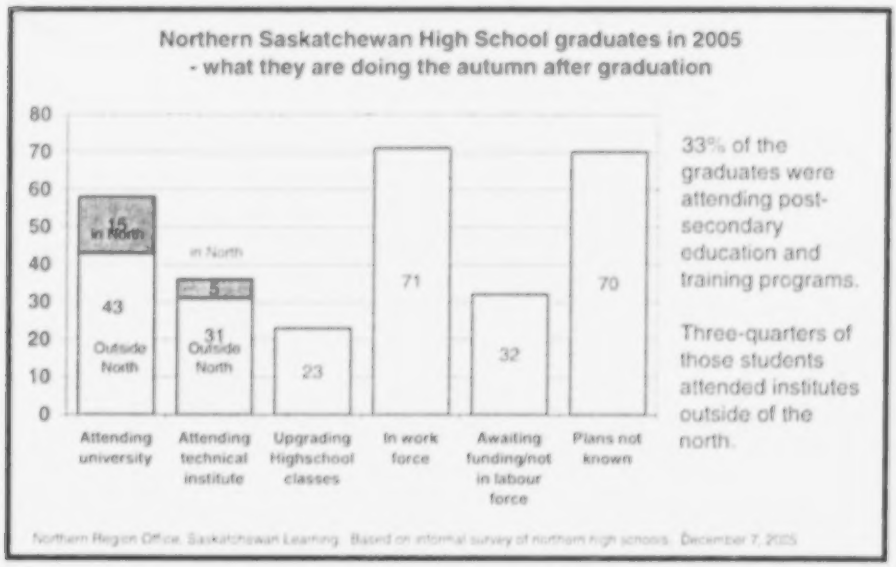


◊ Northern students are taking more Grade 12 credits than a decade ago. Northern students increased the average number of Grade 12 credits earned by almost 2 credits. However, northern students still take almost two credits less than students in other parts of the province. (Refer to ***Saskatchewan Education Indicators 2004***)

◊ Male students make up a smaller proportion of enrolments in Grade 12 subjects. In northern provincial schools, male students made up less than 40% of enrolments in most subjects; females made up more than 60% of enrolments. Provincially, females make up 51% of enrolments and males 49% of enrolments in Grade 12 subjects. (Refer to *Saskatchewan Education Indicators 2004*)

◊ Northern female students have higher final Grade 12 marks than male students, consistent with female and male marks across the province. However, northern female and northern male students have average marks about 5% less than the provincial averages. (Refer to *Saskatchewan Education Indicators 2004*)

◊ More students from the northern region are going on to university and technical schools than before. An informal survey found that 33% of the 290 graduates of northern high schools in 2005 went on to university or technical training programs in the autumn – and most attended southern institutes. (Northern Region Office, Saskatchewan Learning)



◊ Education levels in the adult population are still well below the provincial levels. A very large proportion of adults has less than a grade 9 education - 25.1% compared to 11% provincially, as shown in the next chart.

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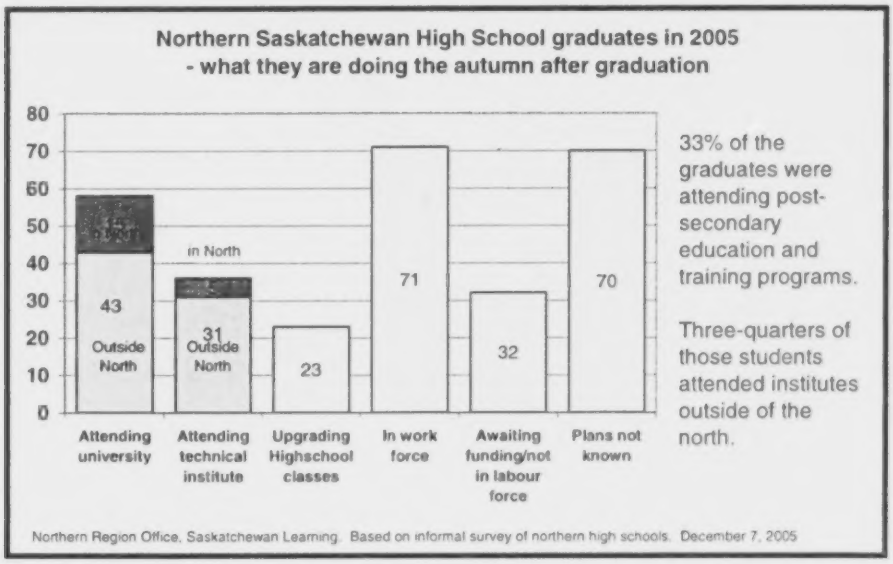

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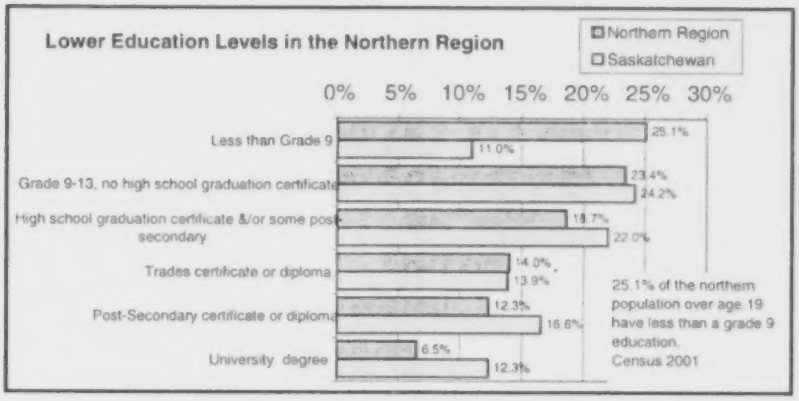
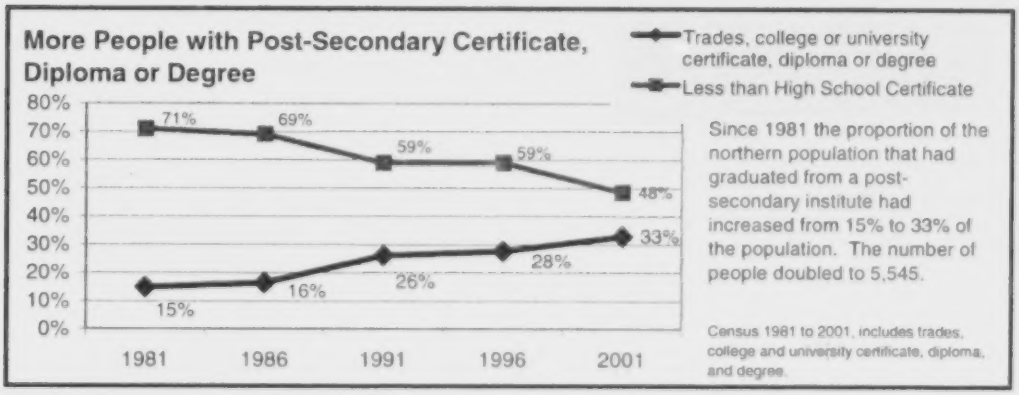


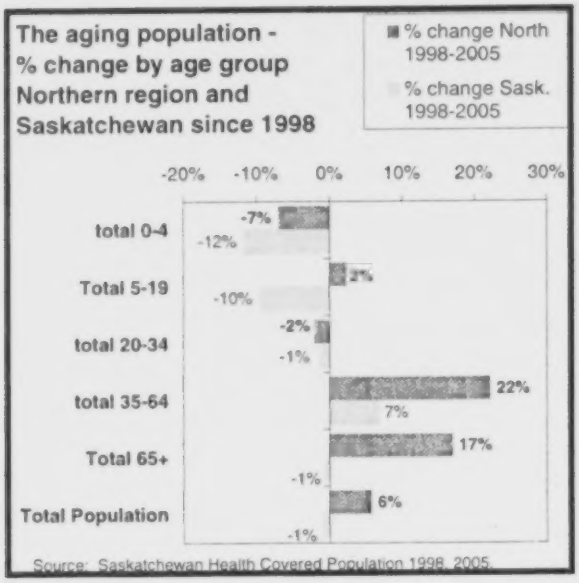
◊ The northern adult population is becoming more educated over time, reflecting national and provincial trends. The proportion of people with a completed post-secondary certificate, diploma or degree increased from 15% in 1981 to 26% in 1991 to 33% of the population in 2001. A much greater proportion of the northern population had attained a high school diploma, leaving only 48% who had no high school diploma compared to 71% in 1981. (Census 1981 to 2001)



◊ Higher education generally means higher incomes. Average total income for persons reporting income to the 2001 Census increased from $15,546 to $17,917 from 1996 to 2001. However, the increase in northern incomes has not been as great as increases in the province as a whole so the gap between north and south is not closing.

◊ The northern working-age population (age 15+) grew by 13% since 1998 - most of the growth is in the older age groups, similar to the provincial trend.

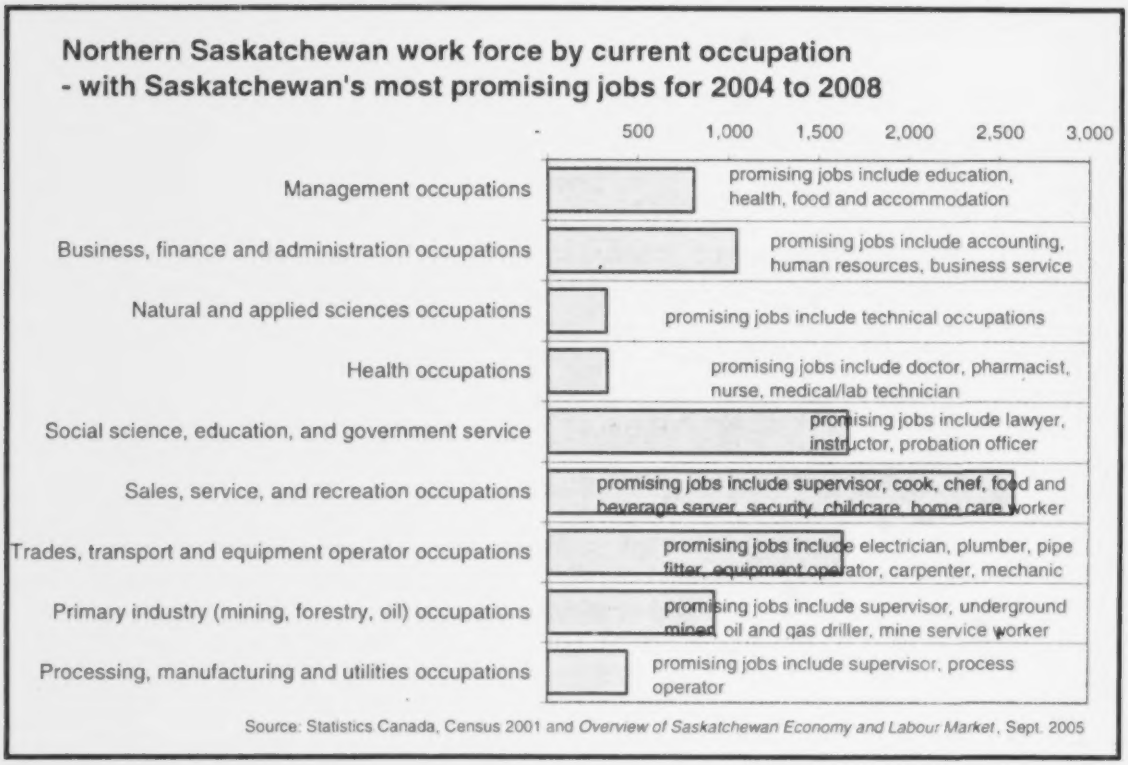
◊ The older working-age population (age 35 to 64) grew by 22% since 1998 compared to 7% across the province as shown in the next chart.



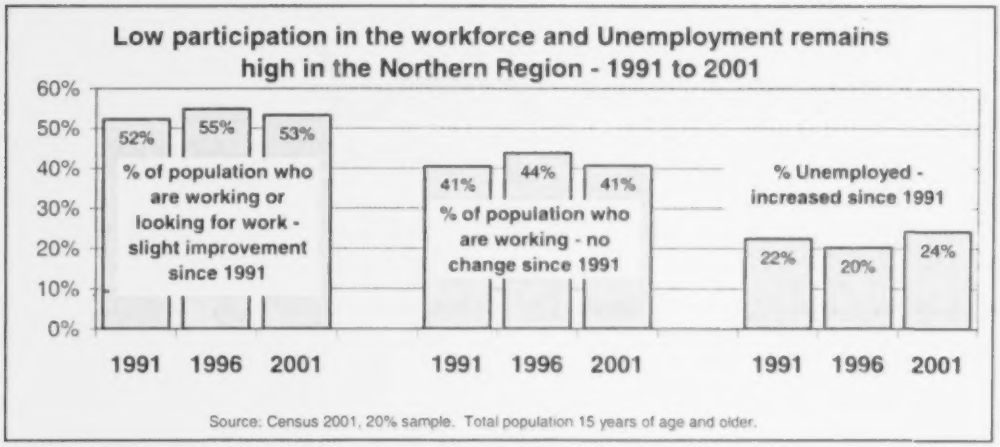
◊ This 22% increase meant an increase of 1,969 people age 35 to 64. Growth in this older workforce age group made up most of the population growth in the north.

◊ The younger working age population (ages 20 to 34) declined by 2% - a loss of 186 people since 1998, as shown on the chart.

◊ The majority of the labour force is employed in occupations in sales and services, education, social science, government, trades, equipment operation, mining, and forestry jobs. The next chart shows the current labour force by occupation as well as the most promising jobs in each occupational sector from now to 2008.


Northern Saskatchewan work force by current occupation
- with Saskatchewan's most promising jobs for 2004 to 2008
- 500 1,000 1,500 2,000 2,500 3,000
Management occupations
promising jobs include education, health, food and accommodation
Business, finance and administration occupations
promising jobs include accounting, human resources, business service
Natural and applied sciences occupations
promising jobs include technical occupations
Health occupations
promising jobs include doctor, pharmacist, nurse, medical/lab technician
Social science, education, and government service
promising jobs include lawyer, instructor, probation officer
Sales, service, and recreation occupations
promising jobs include supervisor, cook, chef, food and beverage server, security, childcare, home care worker
Trades, transport and equipment operator occupations
promising jobs include electrician, plumber, pipe fitter, equipment operator, carpenter, mechanic
Primary industry (mining, forestry, oil) occupations
promising jobs include supervisor, underground mined, oil and gas driller, mine service worker
Processing, manufacturing and utilities occupations
promising jobs include supervisor, process operator
Source: Statistics Canada, Census 2001 and *Overview of Saskatchewan Economy and Labour Market*, Sept. 2005

◊ 53% of the northern population age 15 and over has joined the labour force – is working or looking for work - compared to 66% in Saskatchewan as a whole. Although the actual number of people age 15 and over in the north has grown since 1991, no gains have been made over the past decade in increasing the proportion of adults in the labour force, getting them employed, or reducing unemployment, as depicted in the chart below.



◊ For those who have joined the labour force, employment opportunities are more often part-time or seasonal and unemployment is high.

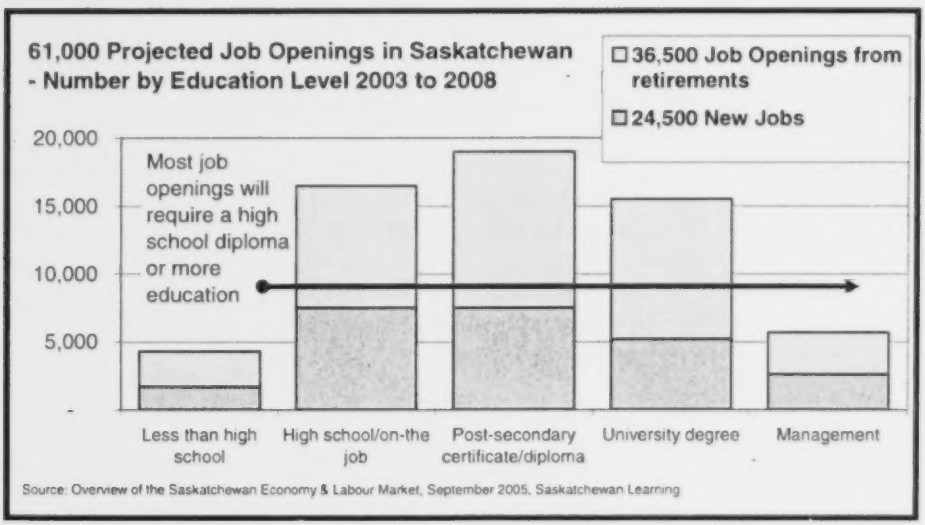
◊ **The northern region has a skill shortage and a job shortage - not a labour shortage. The challenge is to improve the skills of northern residents so they can join the labour force and compete for the projected job openings listed on the next pages.**

3. Forecasting the Provincial Hot Jobs

- Forecast for Occupations across the Province to 2008

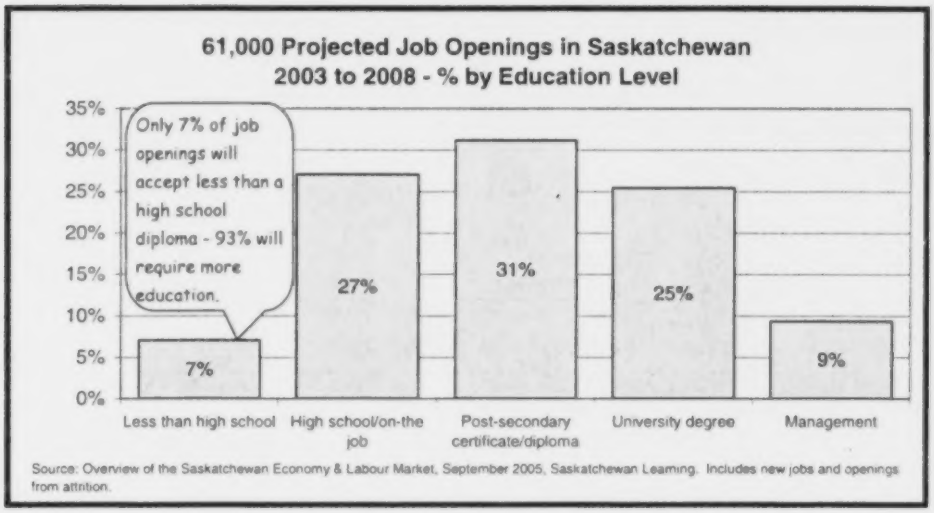
◊ The ***Overview of the Saskatchewan Economy & Labour Market*** report provides a 5-year forecast of employment opportunities in the province. It projects there will be 61,000 job openings across the province.

◊ Forty percent of all jobs will be new jobs and 60% are existing jobs that will come open because of retirements. The majority of those jobs coming open because of retirements will require the new applicants to have post-secondary education, university degree or management experience.


61,000 Projected Job Openings in Saskatchewan - Number by Education Level 2003 to 2008
36,500 Job Openings from retirements
24,500 New Jobs
20,000
15,000
10,000
5,000
-
Most job openings will require a high school diploma or more education
Less than high school
High school/on-the job
Post-secondary certificate/diploma
University degree
Management
Source: Overview of the Saskatchewan Economy & Labour Market, September 2005, Saskatchewan Learning

◊ **Education and training will be the keys to success.** Only 7% of job openings will accept less than a high school diploma.

◊ People with post-secondary education or management skills will be most in demand for all job openings – 66% of the job openings will require these skills. Jobs that require high school or on-the-job training represent 27% of all job openings.



◊ Employment demand will be greatest for jobs in the public sector – health, education, and government administration. These workers have pension plans and so tend to retire earlier – half of these workers retire by age 59 compared to an average age of 62 for workers in the private sector and age 65 for self-employed workers. (Canadian statistics from ***SaskTrends Monitor*** October 2005.)

◊ Jobs that are expected to have the highest demand to 2008 in Saskatchewan include education, social sciences, government, trades, equipment operations, and health and are listed in bold in the next table.

◊ The employment opportunities listed here from the ***Overview of the Saskatchewan Economy & Labour Market*** are for Saskatchewan. For those willing to commute across the border to northern Alberta, over 11,400 new jobs are forecast to be created between 2005 and 2008 around Fort McMurray/Cold Lake area to construct, operate, and serve the oil sands projects and provide services to the residents. (Refer to ***Alberta Regional Occupational Outlook 2005-2010 Wood Buffalo-Cold Lake Region***, Human Resources and Employment, Alberta)

Saskatchewan's Hot Jobs 2004 to 2008
– Most Promising Occupations –

Skill Type	Occupation	Training Needed
Management	Managers in:	Management
	Health, education, social and community services	Management
	Administration	Management
	Food and accommodation	Management
	Operations and maintenance	Management
Business, Finance, Administration	Accountants	University degree
	Human resources and business services	University degree
Applied Sciences	Technical occupations	College &/or apprenticeship
Health	**Doctors, dentists, veterinarians**	**University degree**
	Pharmacists, nutritionist, therapists	**University degree**
	Registered nurses and Nurse supervisors	**University degree**
	Medical/lab technicians and technologists	**College**
	Health assistants	**High school diploma**
Education, Social Science, Government	**Lawyers**	**University degree**
	University and College instructors	**University degree**
	Social workers and counselors	**University degree**
	Probation officers	**University degree**
	Policy and program officers	**University degree**
Sales and Service	Supervisors	College &/or apprenticeship
	Cooks and chefs	College &/or apprenticeship
	Police officer and fire fighters	College &/or apprenticeship
	Food and beverage servers	High school diploma
	Childcare and homecare workers	High school diploma
	Security guards	Less than high school
Trades and equipment operations	**Electrical trades**	**College &/or apprenticeship**
	Plumbers, pipe fitters, gas fitters	**College &/or apprenticeship**
	Carpenters	**College &/or apprenticeship**
	Machinery mechanics (except motor vehicle)	**College &/or apprenticeship**
	Heavy equipment operators	**High school diploma**
Mining, Oil and gas	Supervisors	College &/or apprenticeship
	Underground miners	College &/or apprenticeship
	Oil and gas drillers	College &/or apprenticeship
	Mine service workers and operators in oil drilling	High school diploma
Manufacturing	Supervisors	College &/or apprenticeship
	Process operators	College &/or apprenticeship

Note – jobs in **bold** are expected to have the highest demand of all

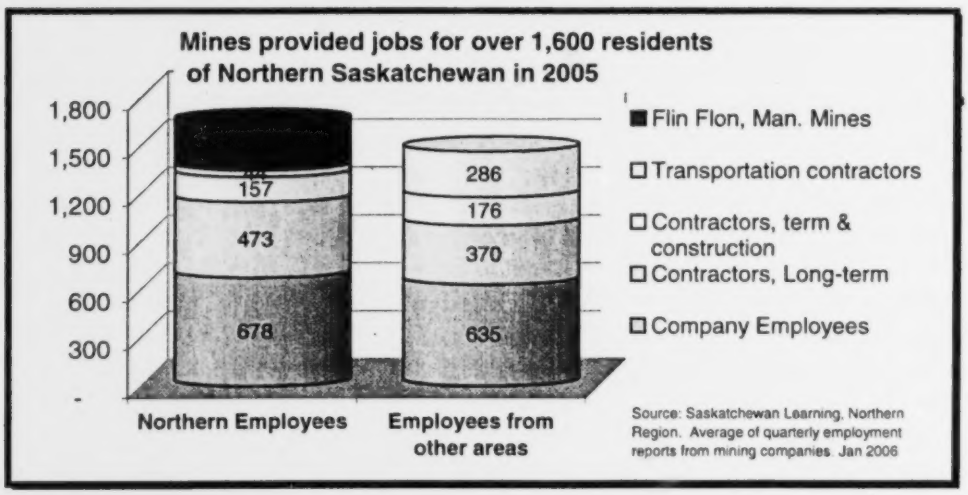
Source: *Overview of the Saskatchewan Economy & Labour Market*, September 2005, Saskatchewan Learning

4 Linking Northern Region Industry Trends to Employment and Training Opportunities

4.1 Mineral Sector - Mining

- **The Value to the Region:** Mining drives economic development in northern Saskatchewan

  ◊ Over 1,600 residents of northern Saskatchewan were employed in mines in northern Saskatchewan and Flin Flon, Manitoba, during 2005. The majority of these workers are Aboriginal people. The northern mines have been successful in their recruitment of northern residents through strategies like the preferential hiring clauses, free air transportation from many northern communities, the week in/week out schedule, and multi-party training ventures.



  ◊ Northern employees of mining companies earn over $25 million annually in wages, benefiting northern families and boosting northern economies.

  ◊ The mining industry helps northern businesses to develop and expand by breaking contracts into smaller achievable units and giving preferential tendering to northern businesses.

  ◊ Over $124 million in goods and services was purchased from northern suppliers and contractors in 2004, a significant portion (46%) of the total $268 million spent. Since 1991, northern residents and businesses earned $1.68 billion from northern mining operations for payroll, goods and services supplied – 36% of the total $4.7 billion spent by mines.

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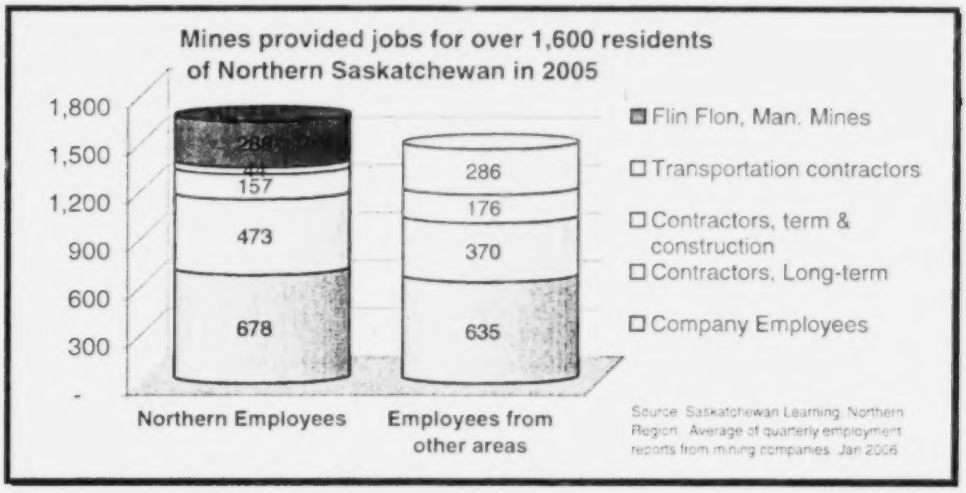

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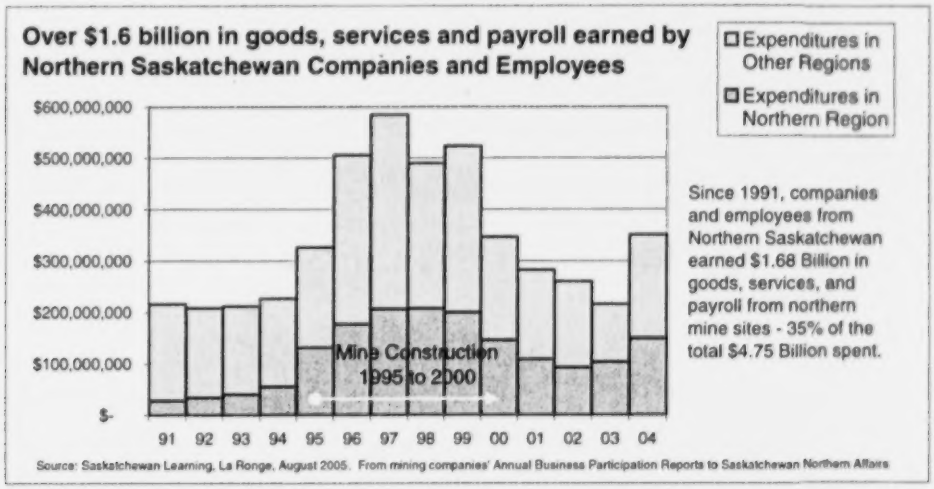

Over $1.6 billion in goods, services and payroll earned by Northern Saskatchewan Companies and Employees
Expenditures in Other Regions
Expenditures in Northern Region
$600,000,000
$500,000,000
$400,000,000
$300,000,000
$200,000,000
$100,000,000
$-
Mine Construction 1995 to 2000
91 92 93 94 95 96 97 98 99 00 01 02 03 04
Since 1991, companies and employees from Northern Saskatchewan earned $1.68 Billion in goods, services, and payroll from northern mine sites - 35% of the total $4.75 Billion spent.
Source: Saskatchewan Learning, La Ronge, August 2005. From mining companies' Annual Business Participation Reports to Saskatchewan Northern Affairs

- **What's Happening**: Mining operations expand production and plan for the long-term

  - ◊ Northern Saskatchewan has been producing uranium, gold, and base metals for over 50 years.

  - ◊ Currently, 3 uranium mines are in production- McArthur/Key, Rabbit Lake, and McClean Lake. One gold mine, Seabee, has been in production for 15 years.

  - ◊ One new mine, Cigar Lake, will start production in 2007. Construction and capital costs will be about $520M, up $70M from the anticipated cost partly due to higher contractor rates which are driven by the high level of construction activity in western Canada. About 350 workers are employed during construction and 250 people will be employed permanently.

  - ◊ The uranium mines produce 30% of the world's production. McArthur and Cigar Lake uranium ore bodies have production life spans of over 20 years.

- ◊ Rabbit Lake, in operation for the past 30 years, has found new ore bodies to extend mining beyond 2007. Its milling life span has been extended another 20 years as it will mill about half of Cigar's ore commencing about 2009, pending approvals.

- ◊ AREVA recommenced mining with the development of McClean Lake's Sue A in 2005 and in 2006 will mine Sue E open pit. Pending approvals, the company plans to undertake open pit mining of Midwest in 2008 for 4 to 5 years and haul the ore to McClean Lake mill over a new 15 Km haul road. Open pit mining, rather than the original plan of underground mining, will result in more jobs for northern residents as heavy equipment operators. At the mill, construction is underway on a $60 million expansion to allow the mill to process Cigar Lake ore commencing in 2007. Milling half of Cigar's ore will extend McClean's life span by over 20 years.

- ◊ Seabee, Saskatchewan's only gold mine, is forecasting 2006 to be its highest year of production, exceeding 50,000 ounces. Gold will come from the Seabee ore body as well as bulk samples from 2 recent near-by discoveries, Porky Lake and Santoy properties.

- ◊ All the mining operations are planning to increase production, taking advantage of higher market prices and the strong demand for their products. McArthur/Key was recently approved for an increase to 18M pounds and will apply for a further expansion to 22M pounds/year. McClean Lake was recently approved for 12M pounds and is applying for an expansion to 24M pounds to process Cigar's ore. It would need a further expansion to 27M pounds to process Midwest ore at the proposed accelerated rate. Seabee doubled its mill capacity in 2005 to accommodate ore from Santoy and Porky in the future.

- ◊ Two small mines depleted their ore reserves and ceased operations. Konuto ceased production in late 2005 and Cluff Lake mine will complete earth moving reclamation activities and begin a 5-year environmental monitoring phase in 2006.

- ◊ A new graphite mine is currently being developed by Peter Ballantyne Cree Nation's community of Southend and the Mohawk Investment Group. The Noble Bay deposit will be open pit mined by local equipment operators. Buildings will be constructed early 2006.

- ◊ A number of ore bodies are in more advanced stages of delineation and testing and could be developed in the future. These include several uranium deposits in the Athabasca Basin and Claude's Tartan and Amisk gold mill and mines near Creighton. Golden Band Resources owns the former Jolu mill and is exploring known gold areas around Stanley Mission. GLR continues to test gold recovery and resources from the Goldfields project near Uranium City and has completed its Environmental Impact Statement. Quicklime from a limestone quarry near Pinehouse tested satisfactory to neutralize tailings in the uranium industry. Limestone is also used by the oil sands industry to remove impurities in air emissions

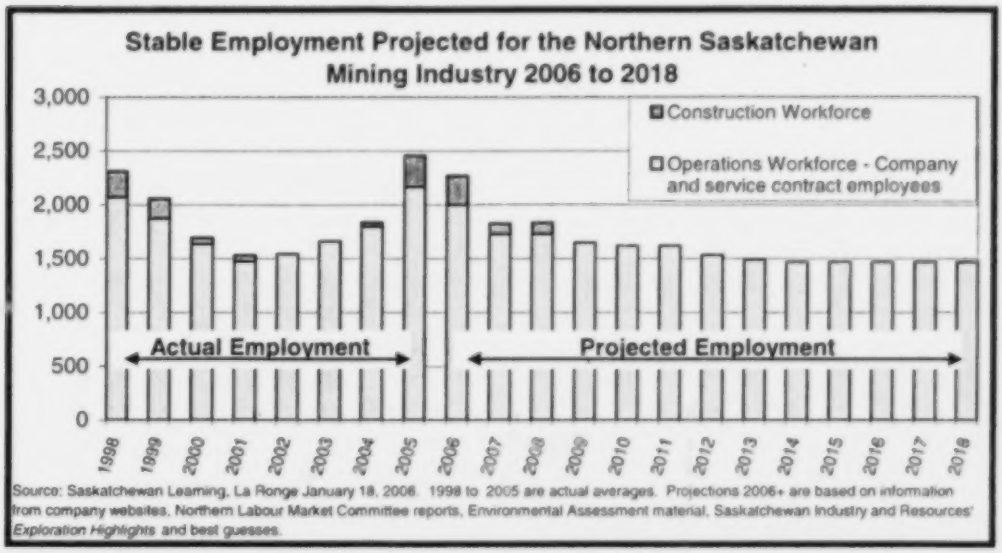
- ◊ The northern region is virtually unexplored for a variety of non-traditional minerals such as rare earth elements and platinum group metals. There are so few rare earth mines that it is difficult to establish a market value for the size of the deposit at Hoidas Lake, northeast of Uranium City. Work is progressing on the deposit to delineate the ore body, drill core

samples, determine the best extraction method, look at marketing options, and do an environmental evaluation.

- **Employment prospects**: Employment is long-term and stable

  ◊ The following labour force projection estimates employment at operating mines will increase by at least 100 jobs in 2005 to 2006 and remain fairly constant over the next decade.

  ◊ The majority of projected employment opportunities will be in **trades (power engineers, instrumentation technicians, plumbers, industrial mechanic, and heavy duty mechanic), mill operation, equipment operation, underground mining, professionals and managers.** The chart also depicts that over 300 jobs will be created for **construction workers** during the next 2 years.



Source: Saskatchewan Learning, La Ronge January 18, 2006. 1998 to 2005 are actual averages. Projections 2006+ are based on information from company websites, Northern Labour Market Committee reports, Environmental Assessment material, Saskatchewan Industry and Resources' *Exploration Highlights* and best guesses.

  ◊ **The majority of job opportunities in the mineral sector require post-secondary training in supervisory, administration, professional, technical and trades categories.**

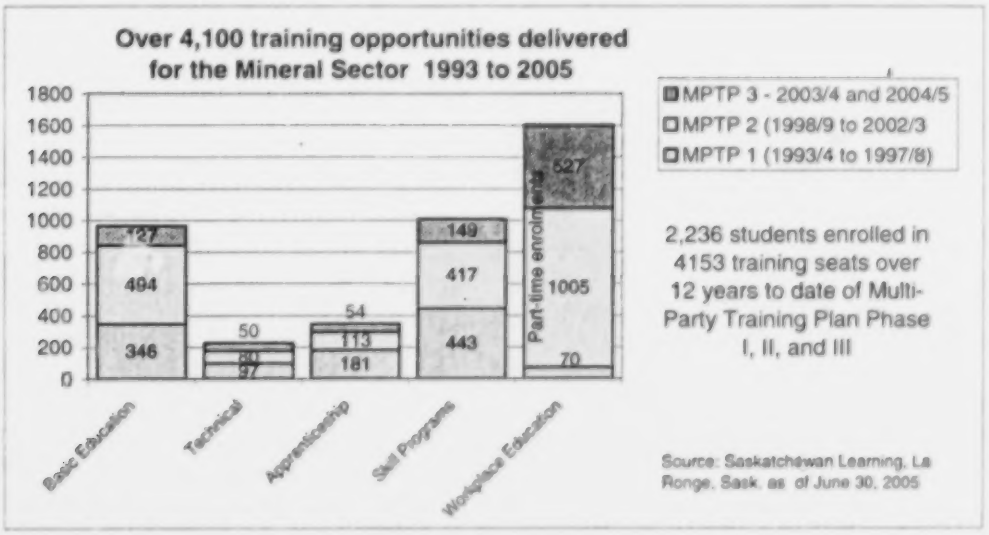
  ◊ Mining companies have seen a tightening up in the market of available **trades people** and expect this trend to continue.

  ◊ Recently, Cameco has had difficulties recruiting experienced professionals (8-15 years experience) in the following jobs: **mine engineers, geologists, geophysicists, auditors, human resource superintendents, safety officers with underground experience, and maintenance planners**.

- **Training Opportunities**: Well educated and highly skilled employees needed

  ◊ In general, the Saskatchewan mining industry needs a new generation of well-educated and highly skilled employees to replace the aging baby boomer generation, who are just starting to retire.

  ◊ Partners in the **Multi-Party Training Plan** have been working since 1993 to address skill needs in the mineral sector. The mining industry, governments, and training agencies implemented the Multi-Party Training Plan as a means of planning and training for the sector as a whole rather than one mine at a time. Phase 3, which will operate for the period July 1, 2003 to June 30, 2008, commits $13.7M in partnership funding. Training for 2006-7 will focus on underground mining, exploration, and technical careers. To promote professional careers, MPTP will fund two university scholarships of $5,000 each, which would follow the student to completion of training. A new Mineral Exploration Technician program was developed by training agencies, industry and government to meet the skill needs of the exploration industry. And basic education and workplace upgrading will continue to be offered to prepare northern residents and mine employees for skill training and advancement.

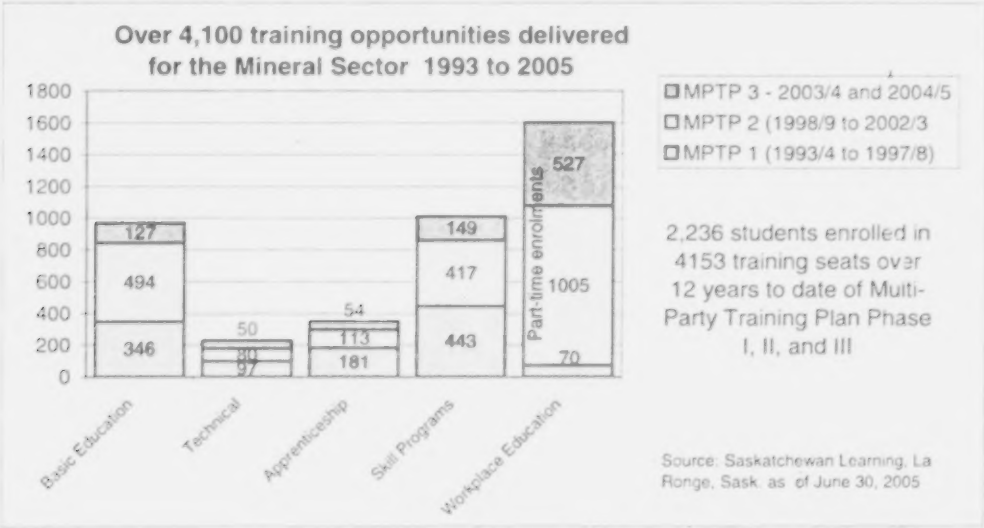


  ◊ Cameco is introducing a career transition pilot program to prepare its younger workforce to fill **professional and management roles** as older workers retire. The program will also promote Aboriginal Residents of Saskatchewan's North in both professional occupations and managerial roles. Currently, 80% of Cameco's young workforce (under age 40) are residents of northern Saskatchewan and many northern workers lack the university training to fill the jobs of retiring professionals and managers. This pilot program will allow a select group of eight employees to obtain a university degree over a period of up to eight years at a projected cost to Cameco of $240,000. Cameco will fully fund and support the students by providing summer jobs, mentors at the mine site and on campus, and professional careers upon completion. Cameco is also looking at options to build on its apprenticeship program to meet the challenge of replacing **trades workers** who retire.

- **Training Opportunities**: Well educated and highly skilled employees needed

  ◊ In general, the Saskatchewan mining industry needs a new generation of well-educated and highly skilled employees to replace the aging baby boomer generation, who are just starting to retire.

  ◊ Partners in the **Multi-Party Training Plan** have been working since 1993 to address skill needs in the mineral sector. The mining industry, governments, and training agencies implemented the Multi-Party Training Plan as a means of planning and training for the sector as a whole rather than one mine at a time. Phase 3, which will operate for the period July 1, 2003 to June 30, 2008, commits $13.7M in partnership funding. Training for 2006-7 will focus on underground mining, exploration, and technical careers. To promote professional careers, MPTP will fund two university scholarships of $5,000 each, which would follow the student to completion of training. A new Mineral Exploration Technician program was developed by training agencies, industry and government to meet the skill needs of the exploration industry. And basic education and workplace upgrading will continue to be offered to prepare northern residents and mine employees for skill training and advancement.



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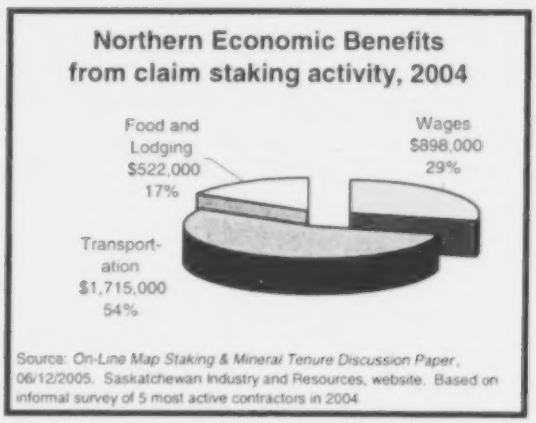
◊ Both Cameco and AREVA undertake a variety of activities to promote **professional, technical, and trades careers** in mining to northern students including site tours for students, teachers, and community members; presentations to students and teachers; work placements for students in post-secondary training; student summer jobs; $100,000 each year in post-secondary scholarships; and employment for northern graduates of training.

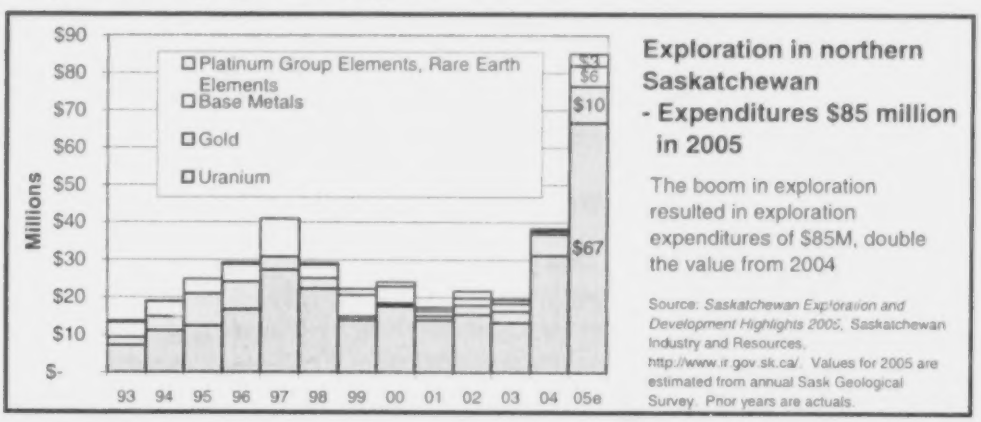
4.2 Mineral Sector - Exploration

- **The Value to the Region:** Mineral exploration needed to keep the mines operating

◊ Exploration involves a sequence of activities including ground work, airborne surveys, geological mapping, and diamond drilling. In claim staking alone, the benefit to northern residents and businesses was over $3M in 2004, including revenues from payroll, air/road transportation, and food and lodging, according to an informal survey by Saskatchewan Industry and Resources of the 5 most active contractors in 2004.


Northern Economic Benefits from claim staking activity, 2004
Food and Lodging $522,000 17%
Wages $898,000 29%
Transport-ation $1,715,000 54%
Source: On-Line Map Staking & Mineral Tenure Discussion Paper, 06/12/2005. Saskatchewan Industry and Resources, website. Based on informal survey of 5 most active contractors in 2004

◊ High market prices have increased exploration for uranium, gold, and rare earth elements in northern Saskatchewan. Total exploration expenditures for these minerals are estimated at $85M – an all-time high for the province and more than double the $38 million spent in 2004. The graph tracks the trends in the industry, based on *Saskatchewan Development and Exploration Highlights 2005* report.



◊ An additional $34.7 million was spent on diamond exploration around Prince Albert, double the value of just a year ago.

- **What's Happening**: Exploration boom

  ◊ Exploration in the north is at an all time high. Exploration is being spurred by the high stock market prices for minerals and the concern about looming supply shortages of uranium for power generation. With populations growing and placing greater demands on power generation world wide, the World Nuclear Association forecasts that the current supply of uranium will not meet demand after 2015.

  ◊ Copper, zinc, nickel, and gold prices have surged this year. Uranium prices have climbed from $7.10US per pound in 2000 to $36.25US today and could reach 1978's all time high of $43.40US by late 2006. By the time Cigar Lake ramps up for production in 2007, uranium prices are expected to climb even further.

  ◊ Over 30 companies are exploring for uranium in the Athabasca basin and several companies are exploring for gold in the La Ronge, northeast, and Uranium City areas. In addition, about 30 companies are exploring for diamonds in the Prince Albert area.

- **Employment Prospects**: Entry level to professional employment opportunities

  ◊ Opportunities for residents and businesses in Saskatchewan's north include **claim staking, line cutting, diamond drilling, geophysical surveying, geologist, mining engineer, geological technologist, and management and expeditors** to organize jobs. Exploration activity also generates contract work in **air and truck transportation, fuel, and groceries**.

  ◊ A new on-line map staking system for exploration could either overcome the shortage of **skilled claim staking contractors and workers** or lead to a greater shortage of skilled workers in other exploration occupations. Map staking, rather than physically going out and staking claims on the ground, has been successful in other provinces. However, ground staking offers short-term, seasonal, well-paying jobs. Eliminating ground staking potentially decreases the skilled workforce available to carry out other exploration work, as claim staking crews usually go on to do the line cutting. During downturns in the mineral exploration cycle, claim staking offers employment so that when demand returns, there are experienced contractors and crews available. The majority of contractors and claim staking crews are based in northern Saskatchewan. Conversion to map staking would eliminate these jobs and economic benefits. Industry and Resources department asked for comments from exploration businesses and the public and by spring 2006, after considering the pros and cons, will make a decision about the on-line map staking system and consider implementation options.

- **Training Opportunities**: Entry level skill training is being addressed by the Multi-Party Training Plan partners

Mining and Exploration Sector Summary				
Labour market demand & priorities	**Training Opportunities - 2006-2007 ***			
	Northlands College	**Technical Institutes**	**Universities**	**Employer**
Basic Education				
Literacy	X			
Adult 12/Pre-technologies/GED	X	X		
Developmental Studies	X			
Workplace Education	X			
Specific Skills				
Chemical Technician/technology	X	X		
Cook	X	X		
Diamond Driller Helper	X			X
Geological Technician		X		
Heavy Equipment Operator	X	X		
Radiation/Environmental Technician		X		
Mine Engineering Technologist	X	X		
Mineral Exploration Technician	X			
Mill Operator				X
Process Operator	X	X		
Truck driver	X	X		
Underground Miner	X			
Trades				
Instrumentation Engineering Technologist	X	X		X
Industrial Mechanic	X pre-employ	X		X
Power Engineer		X		X
Heavy Equipment Mechanic	X pre-employ	X		X
Professional and Supervisory				
Geologist			X	
Maintenance Planner				X
Mine Engineer			X	
Managers and Supervisors			X	X
Safety Officer - underground				X
University scholarship	X			

* Programs are launched throughout the year - see Northlands College and Institutes' calendars and websites for details on additional courses and locations

4.3 Oil and Gas Sector

- **The Value to the Region:** Oil and gas industry is booming

  ◊ Saskatchewan's oil and natural gas sector is booming, with oil production doubled in the last 10 years. Saskatchewan is the second largest oil producer in Canada, accounting for almost 18% of Canadian production. Companies spend about $2 billion annually on exploration and development and $1 billion in royalties and fees to the province.

  ◊ Alberta produces 70% of Canada's crude oil and 80% of its gas with over $24 billion in exploration and development in 2004.

  ◊ In the past decade, $40 billion dollars has been spent to date on massive oil sands projects in Alberta and another $45 billion worth of projects is forecast to be completed by 2010.

  ◊ Oil sands are found in 3 areas across northern Alberta but the Athabasca oil sands area - the closest to northern Saskatchewan communities - is the largest. Oil sands production has grown four-fold since 1990 and is expected to double again by 2015. By 2015, oil sands will grow from 39% to more than 75% of western Canada's crude oil production.

  ◊ Alberta's oil sands boom provides benefits for all of Canada. Construction workers at the mega projects, workers at the in-situ oil sands projects, open-pit mines, and upgraders, and workers manufacturing supplies and parts are from all across Canada - 44% of the employment generated is outside Alberta.

  ◊ The oil sands mega projects will be major employers for many years to come. They have decades-long life spans and are planning to get even bigger as a means of holding on to staff, being competitive, and taking advantage of high oil prices.

- **What's Happening**: Oil sands projects expand production and plan for the long-term

  ◊ The Fort McMurray (Athabasca) oil sands area has 9 companies operating oil sands projects.

  ◊ Seven more projects are under construction including Surmont, Long Lake, Jackfish, and Deer Creek/Joslyn in-situ (drilled) projects and the Horizon mine (open pit mine).

  ◊ The Horizon open pit mine is expected to employ about 6,000 workers during construction peaks in 2006 and 2007. At full operating capacity by 2012, the Horizon Project will employ about 2,400 people. It has a mine life of over 40 years.

  ◊ Expansions of the Horizon, Syncrude, and Deer Creek/Joslyn projects are already being planned which means construction on the sites will continue for the next 10 to 15 years.

  ◊ Fly-in work rotations are being considered by the upcoming mines – a practice in effect for over

2 decades at northern Saskatchewan's mines but an innovation for the oil sands industry. The fly-in work rotation would overcome the skilled labour shortage and the housing shortage in the Fort McMurray area and lessen the demand on the city's infrastructure. The Horizon mine is considering a trailer camp for its permanent workforce when it starts operating in 2008. Horizon is looking at flying experienced mine workers from coal mining communities in British Columbia and flying them home on weekends. The Kearl mine will need more than 1,000 permanent workers in about 2010 and is looking at a fly-in/fly-out work rotation for a portion of its permanent workforce. Both mines are located about 70 km north of Fort McMurray.

◊ The proposed work rotations and trailer camps would allow workers from northern Saskatchewan to commute by road once the all-season road is completed. The Saskatchewan portion of the road from La Loche to the Alberta border will be upgraded within 3 years with work commencing this spring. The Alberta government has committed $40M to complete Alberta's portion of the all-season road to Fort McMurray within the next couple of years.

◊ The McMurray Formation does extend into Saskatchewan where it is called the Dina Sand. Drilling in the 1970's identified oil resources in the Dina sands but production was deemed uneconomic due to technological limitations at the time. Oil Sands Quest now holds oil sands exploration permits for 342,000 hectares in Saskatchewan, north of the Clearwater River, along the Saskatchewan-Alberta border. They have approval to proceed with a 25 well drilling program.

- **Employment prospects**: Labour shortages and skill shortages in the oil and gas industry

◊ There are about 600 oil and gas drilling rigs operating in western Canada and each employs about 20 workers. (The majority are located in Alberta although many are situated in Saskatchewan.) From 2005 to 2010, Alberta forecasts there will be 250-370 new jobs each year as well as openings created by employee turnover.

◊ Oil and gas drilling companies have increased entry-level pay for rig and service crews to $20/hour as a way to retain and recruit new workers to their industry in the face of intense competition from oil sands operations and construction jobs. Drilling crews are also sending recruiters across Canada to find workers.

◊ Workers without Grade 12 or post-secondary training can still get a job with oil and gas drilling and service contractors – one of the few industries where new employees can still train on the job. New employees start as **leasehands or floorhands** and later advance to **motorhand, derrickhand, and driller positions.** Enform Institute (formerly Petroleum Industry Training Service) in Calgary and Nisku (near Edmonton) offers courses for drilling rig crew members as well as the compulsory pre-employment courses for new employees in first aid and H2S Alive certification. Crews work outdoors, often year round in remote locations, exposed to extremes in weather. They typically work 12 hour shifts over a two week period. But they get paid well: workers in oil and gas well drilling occupations earned an average salary $60,100 a year, according to 2005 Alberta Wage and Salary Survey.

◊ The major oil sands operators like Suncor and Syncrude, unlike their drilling and service

contractors, require at least a **Grade 12 education.** Some entry-level positions require post-secondary training, too - workers do not start as general labourers and work their way up. Few companies offer training on the job – workers must have gained the skills already from post-secondary training.

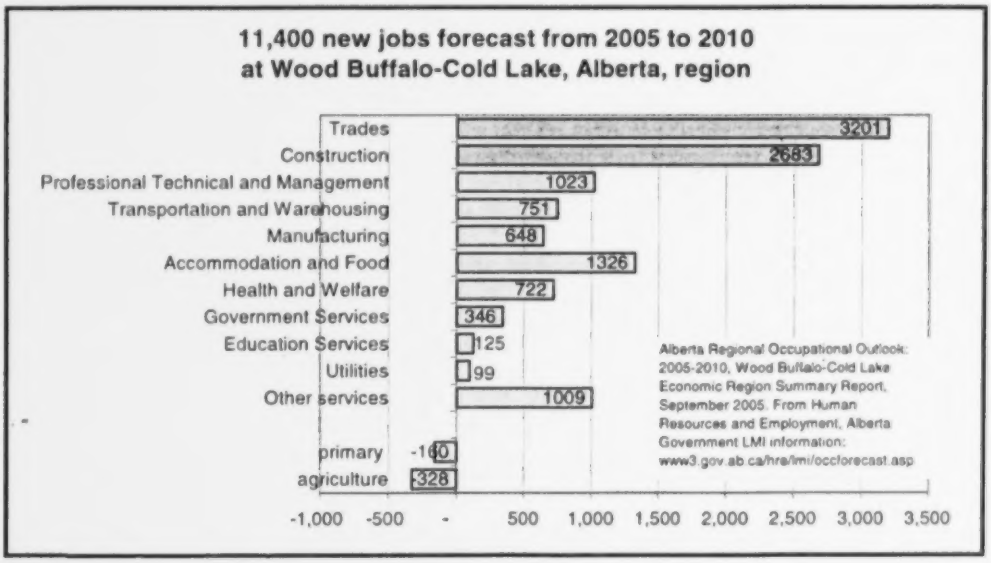
◊ Operating in-situ and mining projects in Athabasca/Fort McMurray oil sands area will be hiring about 6,000 workers to fill new permanent operating positions from 2005 to 2014 and will need to recruit another 9,000 workers to replace workers who leave or retire from existing positions. (Athabasca Regional Issues Working Group Fact Sheet June 2005)

◊ The greatest opportunities will likely be in engineering, technology, and operations-related positions, particularly **engineers (electrical, chemical, mining), technicians (electrical and instrumentation), and environmental specialists**.

◊ For oil sands open pit mine projects, the workers most in demand are likely to be **heavy equipment operators, process operators, heavy duty mechanics, and power engineers**.

◊ Both the in-situ and the mined oil sands operations contract with drilling companies to drill core samples for delineation programs. Jobs with drilling companies include **floorhands, drillers, labourers, heavy duty mechanics, and truck drivers with train experience (trucks with 2 trailers) or dual certification in truck driving and equipment or boom operation.**

◊ In total, over 11,400 new jobs will be created around Fort McMurray/Cold Lake area to operate and serve the oil sands projects. Spin off jobs include **housing construction, transportation of passengers and supplies, accommodation and food, health and education services.** (*Alberta Regional Occupational Outlook 2005-2010 Wood Buffalo-Cold Lake Region*, Human Resources and Employment, Alberta,)



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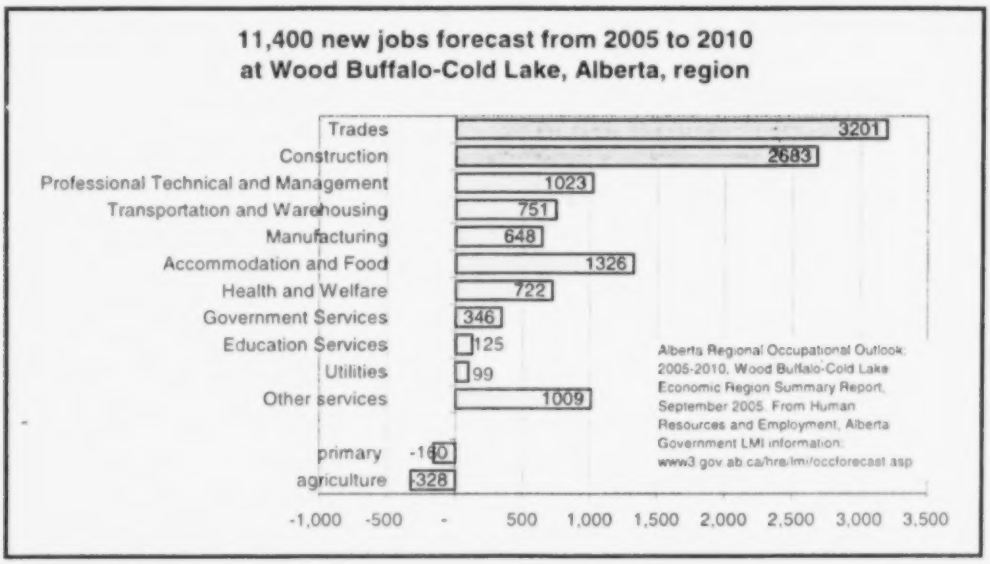


- **Training Opportunities**: Entry level skill training is being addressed by the Oil Sands Subcommittee partners

  ◊ The Job Horizons employment referral component of the Oil Sands Subcommittee, now in its fourth year, works with Employment Outreach offices in northwest Saskatchewan to link clients to jobs in the oil sands. It also provides funds for job interviews, compulsory drug testing, and one-way travel to commence employment. From April 2002 to December 2005, 293 clients were placed in jobs. The Committee is starting to succeed in placing clients with the major oil companies themselves (the major companies, unlike most contractors, require at least a Grade 12 education) and has increased the number of clients placed into higher-skill apprenticeship and trades jobs.

  ◊ The Training Strategy component of the Oil Sands Subcommittee has a budget of $2M from governments and training funding agencies to deliver 38 programs to 672 students over 2 years. Programs underway or planned include 6 oil fields safety programs, Adult 12 and GED, power engineering, heavy duty mechanic, pre-employment welding, institutional cooking, construction labourer, and a mine operations training program at Keyano College in Fort McMurray for Saskatchewan clients.

Oil and Gas Sector Summary				
Labour market demand & priorities	**Training Opportunities - 2006-2007 ***			
	Northlands College	**Technical Institutes**	**Universities**	**Employer**
Basic Education				
Basic Education/GED	X	X		
Specific Skills				
Construction Labourer	X			X
Cook / camp services	X	X		X
Heavy Equipment Operator	X	X		X
Oilfields safety training	X	X		X
Process Operator	X	X		X
Rig Crews: Floor hand, lease Hand, Derrick hand, driller		X		X
Truck Driver	X	X		
Trades				
Electrician	X (Pre-empl)	X		X
Heavy Duty Mechanic	X (Pre-empl)	X		X
Industrial Mechanic		X		X
Instrumentation Engineering Technologist	X	X		
Steam Fitter/Pipe Fitter	X	X		X
Power Engineer	X	X		
Welder	X (Pre-empl)	X		X
Professional and Management				

Oil and Gas Sector Summary				
Professional careers preparation-University Arts and Science	X		X	
Electrical Engineer			X	
Environmental Specialist			X	
Chemical Engineer			X	
Mining Engineer			X	
Mechanical Engineer			X	

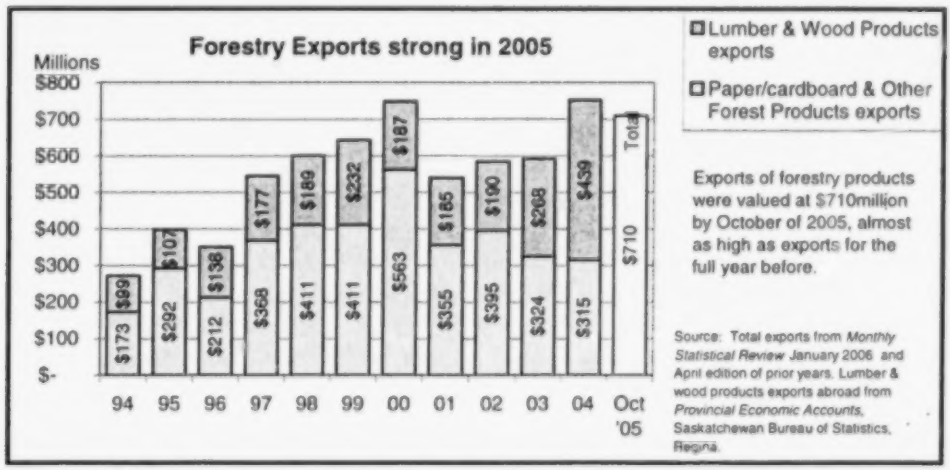
* Programs are launched throughout the year - see Northlands College and Institutes' calendars and websites for details on additional courses and locations

4.4 Forestry Sector

- **The Value to the Region:** Forestry sector is a major contributor to the northern economy

◊ Saskatchewan has 35.5 million hectares of forest land - more than half of the province's total area. The commercial forest lies in a band across the province, from Prince Albert at its southern edge to the Churchill River system at its northern edge.

◊ Exports of forestry products have increased for the second year in a row since 2001 when the lumber industry was first hit by the United States duties. In just 9 months of 2005, Saskatchewan producers exported $710M worth of wood products.


Forestry Exports strong in 2005
Millions
$800
$700
$600
$500
$400
$300
$200
$100
$-
94 95 96 97 98 99 00 01 02 03 04 Oct '05
$173 $89
$292 $107
$212 $136
$368 $177
$411 $189
$411 $232
$563 $187
$355 $185
$395 $190
$324 $208
$315 $439
$710
Lumber & Wood Products exports
Paper/cardboard & Other Forest Products exports
Exports of forestry products were valued at $710million by October of 2005, almost as high as exports for the full year before.
Source: Total exports from Monthly Statistical Review January 2006 and April edition of prior years. Lumber & wood products exports abroad from Provincial Economic Accounts, Saskatchewan Bureau of Statistics, Regina.

◊ Nearly 6,000 Saskatchewan people work in the forest industry in: logging operations, one plywood mill, two pulp/paper mills, two oriented strand board plants, five major lumber sawmills, a number of smaller lumber sawmills, post operations, specialty mills, and indirect jobs.

- **What's Happening**: Forestry companies must be competitive with producers around the world

  ◊ The two pulp mills in Prince Albert and Meadow Lake, like other pulp and paper mills right across North America, have struggled to be competitive with mills in South America and Asia. Those mills have cheaper labour costs and fast-growing and cheap-to-harvest plantation woods. In the past year, dozens of mills have closed across Canada putting thousands of workers out of jobs. Weyerhaeuser announced the closure of its Prince Albert pulp and paper plants as of April 2006 and Meadow Lake Pulp filed for bankruptcy protection in December.

  - Weyerhaeuser's Prince Albert pulp and paper plants will close in April unless a buyer is found. The closure will affect over 2,000 jobs – 500 in the pulp plant, 200 in the paper plant, hundreds of jobs in harvesting, hundreds of jobs in sawmills which could depend on sales of chips to the pulp plant to be viable, as well as community spin-off jobs in fuel haul, maintenance, food, accommodation, and other services. Weyerhaeuser's decision is in response to worldwide market factors such as the high Canadian dollar and a decreased demand for paper products.

  - The Meadow Lake Pulp, owned 50% by Millar Western and 50% by a Saskatchewan government crown corporation, recently filed for bankruptcy protection. About 20 employees were laid off and about 150 remain on the job while the operation is restructured. To assist in restructuring, the province will loan the operation up to $15M more. Over the years, the government has invested $800M through loans. However, following write-downs, its investment is now worth nothing. Millar Western has offered to sell its stake in the operation and is looking for a buyer. However, with pulp mills closing across the country and commodity prices low, finding a buyer could take time.

  ◊ Saskatchewan needs a healthy pulp market to keep the lumber sawmills and logging contractors profitable. The two pulp mills are the only buyers of wood chips in the province and the future of both pulp mills is uncertain.

  - Sawmills get revenue from both the lumber and the chips they produce. Weyerhaeuser's Big River sawmill with 250 employees and Wapawekka sawmill with 50 employees (a joint venture with 3 northern First Nations) have scheduled layoffs to coincide with the pulp mill closure in April because of the loss of their chip market.

  - If the pulp mills cease operations temporarily or permanently, the harvesting companies will need to find another demand for the hardwood in their cutting areas. Harvesting both hardwood and softwood stands at the same time is more economical for the harvesting companies.

  ◊ Lumber sawmills and the two Oriented Strand Board (OSB) mills at Meadow Lake and Hudson Bay should enjoy another profitable year in 2006. The Canadian dollar remains high resulting in smaller profits when selling products in American dollars. However, market prices remain

high. As well, the Unities States will lower its duties on Canadian softwood in 2006, which will help out sawmills that were a bit marginal to have better returns.

- The United States cut the duties on softwood lumber imported from Canada in December 2005. The duty was reduced from 16.4% to 8.7% and the anti-dumping duty went down from 3.8% to 2.1%. An internal review found that Canadian stumpage fees were a smaller subsidy than originally estimated.

- Although the average annual lumber and OSB prices in 2006 are expected to be slightly lower than prices in the past 2 years, demand is expected to remain quite strong. For 2007, Scotia Economics forecasts that both demand and market prices for OSB will be lower. The main reason for lower demand is the completion of housing reconstruction after the 2005 hurricanes in the United States. Prices are expected to be lower, too, once more product comes on the market from new OSB plants that will come into production in late 2006 in both Canada and United States.

- Weyerhaeuser continues to operate Carrot River sawmill and Hudson Bay plywood plant although both have been for sale for about 2 years.

◊ Saskatchewan sawmills have the opportunity to add another manufacturing component to their sawmill production that would increase their revenues and fill niche markets. Producers in Ontario and Quebec have reduced their production of small 2X3 inch lumber used for I-beams because governments in those provinces have reduced the amount of forest available for logging. Saskatchewan has similar forests – smaller dimension wood – that could take up the slack in production.

◊ Canadian lumber producers have paid over $5 billion to the United States in softwood lumber and anti-dumping duties since the duties were imposed in 2002. The Canadian government is continuing to work through the Court of International Trade, which is expected to make a decision by late summer on whether the duties should be lifted and these funds returned to Canadian producers. The Court will also make a decision by this spring on whether some of the funds can be distributed to rival American producers as compensation, which is allowable under the American Byrd Amendment. Although the Byrd Amendment was cancelled by the American senate in December, it is still in effect until late 2007. Until then, as much as $1 billion of the funds could yet be distributed to the American lumber producers under the Byrd Amendment.

◊ The future of Saskatchewan's forest industry, dependent on wild natural forests and old growth trees, is uncertain. Our products will be increasingly replaced by cheaper, plantation wood from warmer countries. Within 2 decades, plantation forests in warmer climates are forecast to supply the majority of wood fibre, surpassing wood production from natural forests in North America. Bio-engineered super trees can grow to be pulp logs in 5 to 7 years and saw logs in 15 years in countries like Australia, South America, China, and Asia. World-wide, there has been a rapid expansion in OSB, fibre board, particle board, pulp and paper, plywood, and even

solid wood flooring and furniture from fast growing plantations. Plantation wood has enabled Brazil to become a low cost supplier and the leading exporter of softwood plywood to the Unites States and made China into the largest plywood producer in the world. (*WOOD Markets Highlights*, Dec/05-Jan/06)

- **Employment prospects**: Employment and Business opportunities uncertain

  ◊ During 2006, the jobs of many workers in the Saskatchewan forestry industry will be in jeopardy. Pulp and paper mill workers will be out of jobs in April, logging companies will need fewer harvesters and truckers, and the larger sawmills may layoff workers in the short-term. Laid off **truck drivers and trades workers such as industrial mechanics and welders** will be in demand but may have to move to other communities.

  ◊ Most of the logging contractors in the northern region are small logging companies that have been making the big investments in machinery needed to become more mechanized and competitive. The temporary and permanent closures of Big River, Wapawekka, and Norsask sawmills and paper and pulp mills will drastically reduce the size of their contracts and their workforces.

  ◊ Post and lumber sawmills and the two OSB mills in Meadow Lake and Hudson Bay remain the brighter notes in the Saskatchewan forestry industry. Zelensky/Kitsaki Sawmill at La Ronge has a larger sawmill ready to be assembled. This million-dollar-plus project would double the sawmill workforce to about 70 workers. Northwest Communities Wood Products have planned a lumber and post sawmill at Beauval. The new sawmill would employ about 30 and an additional 40 workers in harvesting.

  ◊ The forestry industry employs workers at **all skill levels such as forest fire fighters, truck drivers, equipment operators, tradespersons, instrumentation technologists, technicians, mechanics, and supervisors.**

  ◊ Other renewable, forest-based and harvesting industries that offer seasonal employment for 200 to 300 people each year include wild rice harvesting and picking wild mushrooms. Other commodities being explored for potential production include essential oils from forest plants, harvesting fiddleheads, and burbot fish oils for nutritional supplements.

- **Training Opportunities**: Entry level skill training

  ◊ Each year, there are about 1,000 jobs for **forest fire fighters**, employed either full-time with Saskatchewan Environment or employed as needed from community-based programs. In order for fire fighters to work on fires outside of the province, they must have Type 2 certification. Type 2 crew leaders and members require a minimum of Grade 10, Occupational Health and Safety, Standard First Aide, and WHMIS. Northern Forest Protection Worker & Training Program is delivered to about 150 workers in northern municipalities each year in a partnership of Saskatchewan Community Resources, Saskatchewan Environment, Northlands College, and New North to address a looming skill shortage of forest protection workers. Prince Albert

Grand Council delivers a similar program annually for over 500 First Nations residents of reserve communities.

◊ The **Forestry Training Subcommittee** identifies the sector's training needs. From 2000 to April 2006, Saskatchewan Learning provided the $3.5 million **Forestry Training Plan.** Employers and other agencies contributed an additional $9M in funding and in-kind support. About 800 students and employees were trained. 85% of participants were Aboriginal and 60% were from the northern region. An evaluation of the successes of the Training Plan is being undertaken and will determine the need for a second phase of the Plan. Northlands College and SIAST continue to offer forestry programs as part of their regular programming, based on industry demand.

◊ People looking for employment or training in the forest sector can also get help from staff at the CanSask Career Centres in La Ronge, Creighton, and Ile a la Crosse and at the **Northern Industrial Career Centre** located in Air Ronge (formerly the Forestry Career Centre). Staff at all Centres will help link people to employment and training opportunities in forestry as well as other economic sectors such as construction, mining, exploration, and highways.

Forestry Sector Summary

Labour market demand & priorities	Training Opportunities - 2006-2007 *			
	Northlands College	Technical Institutes	Universities	Employer
Basic Education				
Basic education and literacy	X	X		
Specific Skills				
Forest Fire Fighter level 2	X			X
Harvesting – mechanical				X
Heavy Equipment Operator		X		X
Process Operator		X		
Sawmill Operator				X
Truck driver	X	X		X
WHMIS, Occupational Health and Safety, First Aid		X		
Trades				
Heavy Duty Mechanic		X		X
Instrumentation Engineering Technologist	X	X		X
Industrial Mechanic		X		X
Professional				
Professional careers preparation-University Arts and Science	X		X	

* Programs are launched throughout the year - see Northlands College and Institutes' calendars and websites for details on additional courses and locations

4.5 Construction and Trades Sector

- **The Value to the Region**: Construction boom continues in Canada

  ◊ Construction activity and the demand for skilled construction workers have been increasing steadily across Canada over the past 10 years, even during slower periods of Canada's economy. The industry is involved in $150 billion worth of projects every year.

  ◊ Construction employment in Canada reached a record high of one million workers in 2005. One out of every 17 Canadian workers earns a living in construction.

  ◊ In Saskatchewan, there were 18,000 paid workers and 8,200 self-employed workers in the construction industry in 2005. The average construction company is quite small with 95% of companies having less than 10 employees.

  ◊ Construction jobs pay well – employees in Saskatchewan earned $790 per week on average in 2005. The modern construction industry is less seasonal, providing employment throughout the year. (*SaskTrends Monitor* and *Statistics Canada Labour Force Survey, Statistics Canada Survey of Employment, Payrolls, and Hours)*

  ◊ In northern Saskatchewan, there are over 200 trades journeypersons and over 400 apprentices training with employers. Many more people are working in the construction industry without formal training or certification.

- **What's Happening**: Industrial and residential construction projects in the north

  ◊ Over the next 5 years, $65.5M worth of road construction will take place in northern Saskatchewan to upgrade existing roads and airports and build new infrastructure to develop a

core northern road network. The province's Roads to Prosperity strategy will include upgrading the all-weather road between La Loche and the Albert border (the link to Fort McMurray) with work commencing in spring 2006 and completed over 3 years. The other major projects are upgrading the Athabasca seasonal road to an all-weather road and community access roads to Wollaston Lake and the south shore of Fond du Lac River (across from Fond du Lac community). Initial work and aerial surveys for the Athabasca roads will take place spring 2006. The province's strategy includes specific skill training for the northern workforce to support business development, management, and construction of the projects.

◊ Cigar Lake will be the catalyst for construction jobs in northern Saskatchewan until completion in 2007. During the 27-month construction phase, employment will peak at about 350 workers. Spin-off construction is taking place at McClean Lake in 2006 on a $60M renovation to the mill to handle the milling of Cigar's ore. And by about 2008, construction will be underway on renovations to Rabbit Lake's mill. Because the mines and their contractors recruit with a northern preference, there will be opportunities for northern residents as **carpenters, welders, electricians, plumbers, and construction labourers.**

◊ Construction of a $29.5M joint-use facility to replace the high school and hospital at Ile a la Crosse is underway in 2006 to 2007. About a dozen local workers will receive on-the-job training under the Northern Apprenticeship Committee (NAC)'s Construction Trades Training program.

◊ The La Loche school renovations will be completed in 2006 and new First Nations schools are being planned at Turnor Lake ($10M school) and Deschambault Lake ($5M school).

◊ Residential housing construction offers the most potential for steady construction employment in northern communities. The northern region has a growing population and will require a growing number of skilled trades people at the community level to build and repair housing and local infrastructure. Each year, many privately-owned houses as well as First Nations and provincial social housing units are constructed and repaired. Forty-six housing units will be built in northern Saskatchewan with $2M in funding from the federal/provincial Centenary Affordable Housing Program and support from municipalities.

◊ Oil sands projects just across the border at Fort McMurray are employing hundreds of construction workers from across Canada. Construction phases of the new projects are being staggered in order to avoid shortages of construction labour. Workers, once hired, generally have accommodation provided and long-term employment, moving on to a new construction site as one job is completed. **Construction positions include heavy equipment operators, welders, electricians, industrial mechanics, pipe fitters, and labourers.** At Long Lake Project (OPTI/Nexen), construction is underway until mid-2007 with peak employment of 2,000 workers expected in 2006. The Horizon project (Canadian Natural Resources Ltd.) is under construction. It will have a construction workforce of 6,000 at its peak in 2006 and 2007. The Kearl mine will be under construction from 2008 to 2010. Planned expansions at Horizon, Syncrude, and Deer Creek/Joslyn projects will keep the demand high for construction workers for the next 10 to 15 years.

- **Employment prospects**: Demand for skilled workers grows

  ◊ In the next 8 years, the Saskatchewan construction workforce is forecast to grow by 1,000 more workers. Commercial and housing construction growth will increase the number of job opportunities until 2009. After 2009, construction activity is expected to be slower. The slow steady employment growth rate should allow training agencies to keep up with the demand for skilled workers. (*Construction Looking Forward – Labour Market Requirements 2005-2013 for Saskatchewan*, Construction Sector Council)

  ◊ The demand for skilled construction workers will also be driven by retirements in the industry. A large number of baby boomers will be reaching retirement age in the next decade, which will increase the number of opportunities for new skilled workers in Saskatchewan and every region of the country. The average construction worker is in their early forties according to the Construction Sector Council. Across Canada, 10% of the construction labour force is expected to retire within the next 15 years or so - 62,000 construction workers within 10 years and 40,000 within a five year span after that.

  ◊ The trades with the most demand include: **carpenters, bricklayers, concrete finishers, tile setters, roofers, plasterers and drywall installers, painters, glaziers, and floor covering installers.** Steady demand is forecast for skilled workers such as **steam, pipe and gasfitters, ironworkers, welders, millwrights, plumbers, electricians, sheet metal workers, and helpers and labourers**. In addition to these workers, other workers will be needed to replace workers who will be retiring. (*Construction Looking Forward – Labour Market Requirements 2005-2013 for Saskatchewan*, Construction Sector Council)

  ◊ Local northern communities will require more skilled trades workers to serve the needs of a growing population, replace an aging trades workforce, and meet the labour needs of upcoming construction projects. The upcoming northern construction projects (three school projects, a hospital, housing, road construction, and a uranium mine) require **carpenters, electricians, plumbers, drywallers, cement workers, roofers, and welders.**

- **Training Opportunities**: Partnerships among agencies promote trades training

  ◊ Saskatchewan Learning offers Career and Work Exploration curriculum for grades 10 to 12 which aims at providing students with an awareness and hands-on experience in a variety of trades and technical careers. Every school can make their own choice of curriculum components so that students are able to explore trades careers that are available right in their own communities.

  ◊ Northern education institutes are beginning to **explore school-industry partnerships** that could make students aware of trades careers, provide students with workplace experience, and give senior secondary students credits that could be applied to more formal trades training after high school.

  ◊ SIAST is moving forward with development of a **mobile training lab** that would increase the number of certified training opportunities in the province and deliver training at industrial sites

and northern communities. The benefits of this project include accessibility, student success close to home, community and industry partnerships, and innovation. SIAST, Apprenticeship and Trade Certification Commission, and other partners are funding this $1.4M mobile training trailer. It will have 1,100 square feet of training space and be equipped with diesel generators for heat, light, and welding equipment. Two supply trailers attached to the training lab will house tools and equipment for a variety of trades programs. The lab will be wired for satellite and video instruction. It will have a 20-year life span and will be capable of delivering an 8-week apprenticeship program to 12 students, 6 times each year. Possible training would include career fairs, work placements, pre-trades programs, as well as apprenticeship programs in electrical, welding, industrial mechanic, machining, plumbing, and pipe fitting.

◊ The **Northern Apprenticeship Committee** (NAC) was formed in 1993 as a means of employers, training institutions, and agencies to work together to assist residents of northern Saskatchewan in progressing through the apprenticeship training system. The Committee, a Joint Training Committee under the Apprenticeship Trade Certification Act, has indentured over 200 apprentices directly to the Committee, providing them with a stable indenturer in the seasonal environment of the construction sector. The NAC managers, based in La Ronge and Beauval, help link apprentices to jobs, arrange trades training in conjunction with employment projects, can provide a wage subsidy to employers, and provide financial and tutorial support to apprentices during classroom training.

◊ People looking for employment or training in the construction sector can also get help from staff at the CanSask Career Centres in La Ronge and Ile a la Crosse and at the **Northern Industrial Career Centre located in Air Ronge** (formerly the Forestry Career Centre). Staff at the Northern Industrial Career Centre will help link people to employment and training opportunities in forestry as well as other economic sectors such as construction, mining, exploration, and highways. During 2006, the centre plans to register participants, link people to jobs, link people to technical and skills training, provide driver license training, and construction safety training. The Centre has funding from the Northern Development Agreement partners until autumn 2006.

◊ Challenges that many northern apprentices must overcome include a lack of academic prerequisites for training, a shortage of employment opportunities in home communities in which to gain trade time, mobility preparedness, commuting to training and employment opportunities, and shortage of information on upcoming job opportunities.

Construction Sector Summary				
Labour market demand & priorities	**Training Opportunities - 2006-2007 ***			
	Northlands College	**Technical Institutes**	**Universities**	**Employer**
Basic education and literacy				
Adult 12/Pre-Technologies/GED preparation	X	X		
Specific Skills				
Construction Labourer	X			X

Construction Sector Summary				
Trades				
Carpenter	X	X		X
Cement worker/finisher				
Electrician	X (Pre-empl)	X		X
Floor covering installer		X		X
Painter		X		X
Pipe fitter	X	X		X
Plasterers and drywall installers		X		X
Plumber		X		X
Roofer		X		X
Sheet metal worker		X		X
Welder	X (Pre-empl)	X		X
Professional and Management				
Construction foremen and supervisors		X	X	X

* Programs are launched throughout the year - see Northlands College and Institutes' calendars and websites for details on additional courses and locations

4.6 Commercial Services Sector

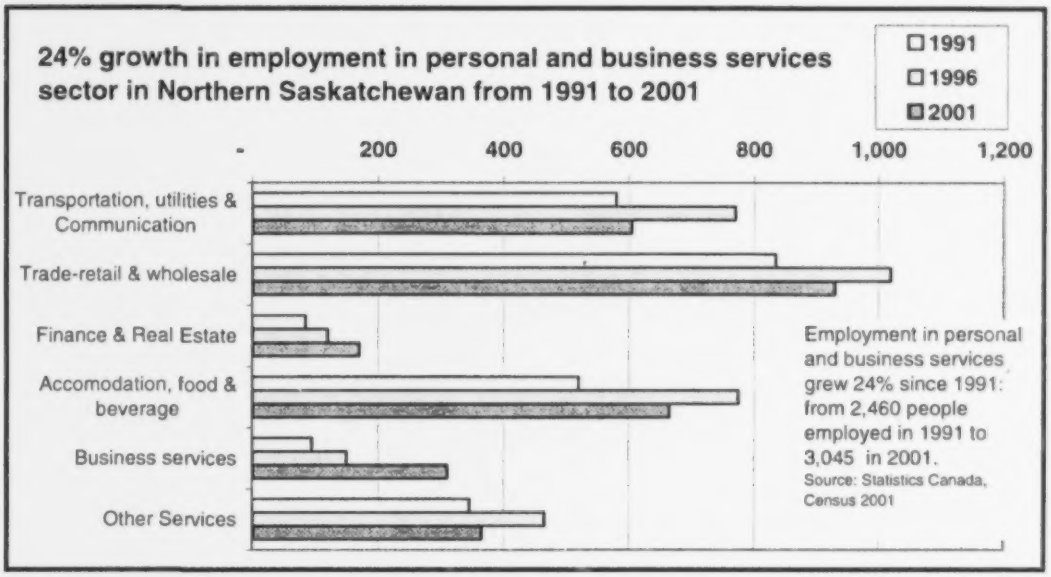
- **The Value to the Region**: The sector employs one-third of the workforce

  ◊ Almost one-third of the labour force in northern Saskatchewan works in the commercial services sector, according to Census 2001.

  ◊ These 3,045 people work in occupations such as hotel clerk, food server, store clerk, accountant, lawyer, mine caterer, book-keeper, truck driver, bank clerk, and hair stylist.

  ◊ In just 10 years, the number of people in the northern region working in this sector grew by 24%. Communities such as La Ronge, Buffalo Narrows, La Loche, and Ile a La Crosse have become service hubs for outlying communities, providing accommodation, banking, retail, dental, legal, and business services. Stony Rapids has become a service hub for the Athabasca basin, providing regional hospital services, the depot for trucking and lake barging for the Athabasca region, and the jumping off point for air charters at the end of the road system.

  ◊ Tourism and traveler expenditures total about $53 million each year in northern Saskatchewan.


24% growth in employment in personal and business services sector in Northern Saskatchewan from 1991 to 2001
1991
1996
2001
- 200 400 600 800 1,000 1,200
Transportation, utilities & Communication
Trade-retail & wholesale
Finance & Real Estate
Accomodation, food & beverage
Business services
Other Services
Employment in personal and business services grew 24% since 1991: from 2,460 people employed in 1991 to 3,045 in 2001.
Source: Statistics Canada, Census 2001

- **What's Happening**: This sector is tied to economic cycles in mining, forestry, construction, and tourism

  ◊ Mining companies have been a major catalyst for the development and continued success of a variety of business services, including catering, janitorial, trucking, security, and suppliers of goods to northern mines. Through their Surface Leases with the provincial government, each mine site in the northern region has made a commitment to increase the economic benefits and opportunities to northern businesses. Athabasca Catering, Northern Resource Trucking, Clearwater Catering, Athabasca Basin Development, and Sakitawak Development Corporation have Aboriginal ownership and employ over 400 workers (about 280 from the north). These and other northern companies earned $124 million from the mines in 2004 for the goods and services they provided. **Service job opportunities include cooks, kitchen workers, house-keepers, janitors, security guards, and truck drivers.**

  ◊ According to Tourism Saskatchewan, about 115 tourism-related businesses in the northern region employ about 1,100 workers as **food and beverage servers, hotel workers, and managers**. Saskatchewan Environment licenses over 300 fishing lodges in the northern region. Fishing lodges are generally owner-operated small businesses that operate seasonally and each provides employment for two or more local people as **guides, dock hands, small motor mechanics, and cooks**. A service staff that is trained and friendly is essential to a successful tourism venture.

  ◊ As many as 35,000 **truck drivers** will be needed in Canada each year between 2003 and 2008: 10,000 truck drivers to meet the needs of a growing industry and 25,000 to replace drivers who leave the industry. The average age of a driver in Canada is 45 years old. (Canadian Trucking Human Resources Council). To address the critical shortage of truck

drivers across Canada, companies are recruiting from non-traditional target groups and trying to make the job more attractive to new recruits:

- Some companies have shifted to short-haul transport to reduce driver stress, however, this has not reduced driver turnover.
- The wages for truck drivers in general increased by about 8% in 2005.
- Some companies are aggressively recruiting women for driving jobs but females still make up only 5% of the truck driver workforce.
- A youth employment subsidy (YES) wage subsidy program for new trucking employees through the Canadian Trucking Human Resources Council is available to employers, however, their employees must be under age 31, have a grade 12 diploma, and be a graduate of a 12-month post-secondary program.
- Saskatchewan government implemented a program to help fill trucker shortages, however, it is an immigration program to recruit experienced truck drivers from other countries until companies can recruit enough local youth to fill positions.

- **Employment prospects**: A growing population creates demand for more services

  ◊ The provincial forecast for the next 5 years sees the largest number of employment opportunities in this sector. Most of the job openings will be new jobs - not due to employee retirement (because this sector tends to have a younger workforce). In northern Saskatchewan, the growing population will demand a growing number and variety of services. Many of the projected new jobs are in higher-skill occupations such as **sales supervisors, accountants, police, and cooks.**

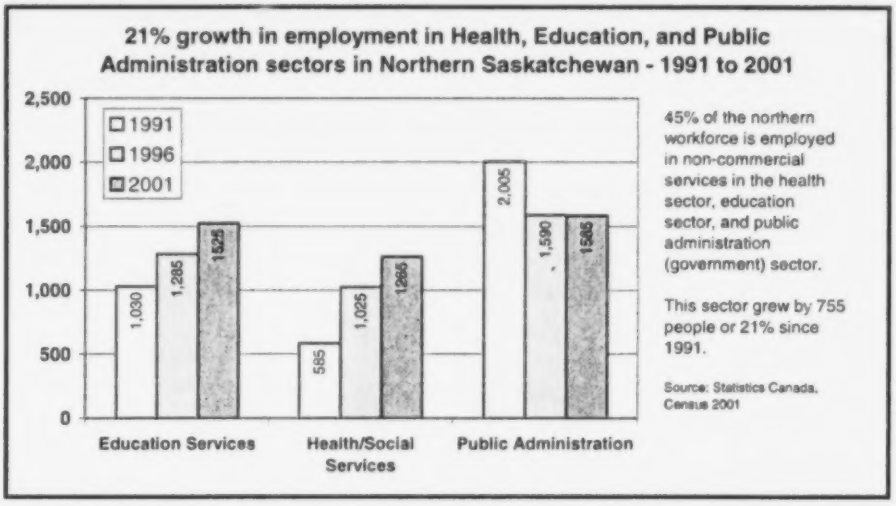
  ◊ Experienced **truck drivers** are in demand in northern Saskatchewan for the next couple of years to transport construction supplies and new equipment for the new Cigar Lake mine and the renovations at McClean Lake and Rabbit Lake mill facilities. Northern Resource Trucking (NRT) has contracts in place with Cameco and with AREVA to provide their freighting services. NRT, owned 71% by northern First Nations and Metis communities, works with training agencies to train and employ residents of northern Saskatchewan and its Aboriginal communities as truck drivers. The company employs over 120 people.

  ◊ One of the main barriers to northern residents accessing driving occupations is the **lack of a basic driver's license.** Many residents of small northern communities do not have access to vehicles, driver training programs, or testing. There is also a **shortage of driver trainers** across the northern region.

4.7 Public and Non-Commercial Services Sector

- **The Value to the Region**: The sector employs almost half of the workforce

  ◊ This sector employs the largest number of people of all the sectors, employing almost half of the northern labour force.



◊ About 4,400 people are employed in non-commercial service occupations in provincial, federal, First Nations, municipal government administration, and in government-funded education and health authorities. Some occupations include teacher, nurse, laboratory technician, social worker, police officer, conservation officer, town administrator, and water and sewer operator.

◊ This sector grew by 755 people or 21% since 1991. The number employed in education and health jobs grew while employment in government/public administration jobs declined.

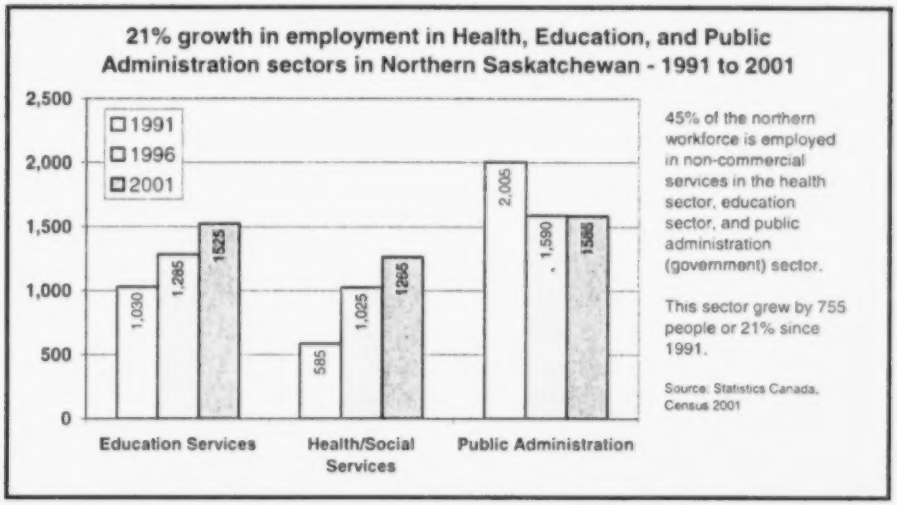
- **What's Happening**: Employment opportunities in education and health care

◊ About 800 teachers are employed in the northern region: provincial schools in the north employ about 360 full-time equivalent educators, provincial post-secondary institutes employ about 70, and northern First Nations school systems employ about 390 teachers.

◊ The number of provincial educators in northern Saskatchewan has risen from 319 to 361 since 1980, a 13% increase. During this time, the number of student enrolments in provincial schools has remained fairly constant, resulting in lower student-educator ratios. (*Saskatchewan Education Indicators 2004* includes teachers, principals, librarian, directors.)

◊ A large proportion of the educators in the northern region are of Aboriginal heritage. Aboriginal teachers make up 33% of the teacher workforce at Northern Lights School Division (NLSD). About half of the teachers employed with First Nations schools in the northern region are of Aboriginal heritage. Many of these teachers are graduates of the Northern Teacher Education Program (NORTEP), based in La Ronge. NORTEP has graduated almost 300 teachers since the program started 30 years ago. The majority of the graduates are teaching in northern Saskatchewan.

◊ The teacher turnover rate for northern provincial schools was 13% in 2004-5, much improved from the 30% turnover rate of 4 years ago. The turnover rate varies year by year



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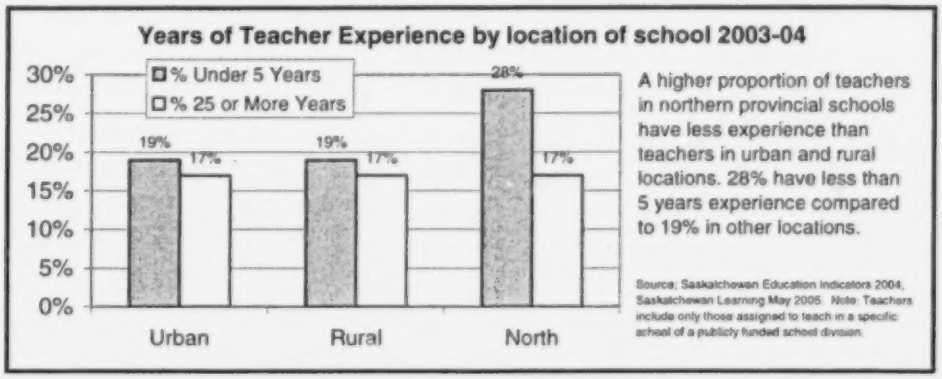
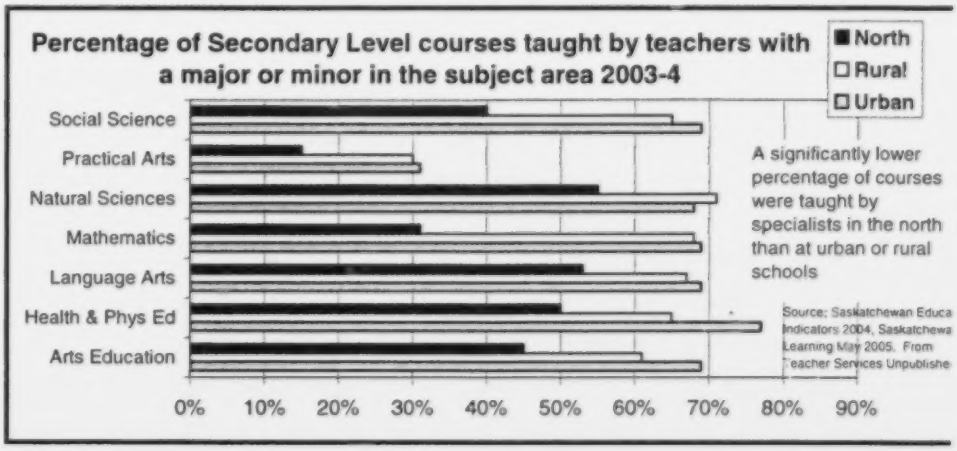
◊ The teacher turnover rate for northern provincial schools was 13% in 2004-5, much improved from the 30% turnover rate of 4 years ago. The turnover rate varies year by year

and by community and teacher specialty. A small number of schools in NLSD continue to have a high teacher turnover rate while the majority of communities have a stable and longer-term workforce. As well, there is a very low turnover rate within NLSD's elementary school teacher workforce while teachers with specialty qualifications in senior sciences, practical and applied arts, and French are always in demand.

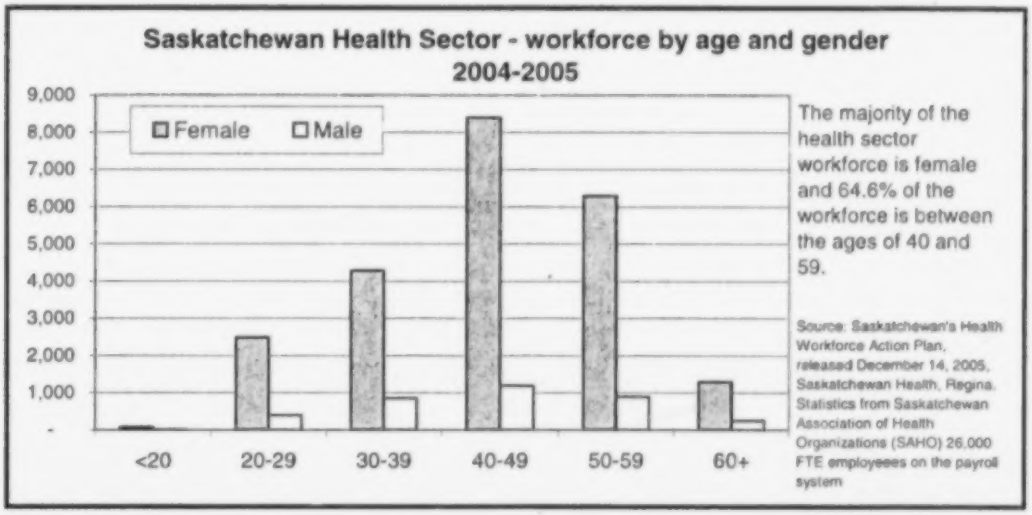
◊ Teachers in the northern provincial schools tend to have less experience than teachers in urban and rural schools. In 2003-2004, 28% of teachers in northern provincial schools had less than 5 years experience compared to 19% of teachers in urban and rural schools. The average number of years of experience for northern teachers is 12.8 years compared to 13.7 years for urban teachers and 14.1 years for rural teachers.


Years of Teacher Experience by location of school 2003-04
% Under 5 Years
% 25 or More Years
30%
25%
20%
15%
10%
5%
0%
19%
17%
19%
17%
28%
17%
Urban
Rural
North
A higher proportion of teachers in northern provincial schools have less experience than teachers in urban and rural locations. 28% have less than 5 years experience compared to 19% in other locations.
Source: Saskatchewan Education Indicators 2004, Saskatchewan Learning May 2005. Note: Teachers include only those assigned to teach in a specific school of a publicly funded school division.

◊ The north has fewer specialist teachers in secondary-level (high school) math, science, computer science, and applied arts than in rural or urban areas. For example, only 31% of math courses in the north are taught by teacher specialists compared to 68% provincially.



◊ The health sector workforce in Saskatchewan is made up of 37,000 people working in 26,000 full-time and part-time positions. The majority of the workforce is female and 65% of the workers are age 40 to 59. The average age is 42.



◊ Registered Nurses (RNs) and Licensed Practical Nurses (LPNs) account for almost half of all health care workers in Canada. In Saskatchewan in 2004, there were 11,200 nurses and LPNs – the number has been rising since the severe shortage of nurses in 2002.

◊ Total employment in health care systems in northern Saskatchewan is estimated at 1,000 people. The three northern provincial health authorities – Mamawetan Churchill River, Keewatin Yatthé, and Athabasca - employ about 500 people and it is estimated that federally funded programs on the 12 northern First Nations employ an additional 500 people as nurses, dental technicians, addictions workers, community health educators, and support staff.

- **Employment prospects**: An aging workforce is expected to retire early, creating many job openings

◊ Over the next 5 years, a large number of job openings are forecast for **teachers, government workers, and social workers** across the province. Most of these job openings will be created because of retirements. About 3.6% of the current workforce is expected to retire each year from now to 2008. Workers in these occupations tend to retire earlier than workers in the private sector because of pension plans.

◊ School systems in northern areas continue to have a shortage of **specialized teachers** so demand will continue to be strong for teachers with specialties in senior sciences, math, computer science, French, and practical and applied arts.

◊ The north will require more teachers because of its growing school-age population. Enrolment in provincial schools is expected to remain stable while enrolment in northern First Nations schools is growing.

◊ Many teachers move from northern Saskatchewan to urban Saskatchewan after gaining experience which means schools will continue to need teachers to replace those who leave the area.

◊ For autumn 2006, Northern Lights School Division plans to recruit for **general classroom teacher positions, school administrative positions and specialty areas such as practical and applied arts, special education, resource room, French immersion, and computer instruction.**

◊ The northern post-secondary training institutes also face challenges in recruiting and retaining instructors. **Instructors for trades and technology** programs are particularly difficult to recruit since their skills are in demand in the construction and resource sectors that generally pay higher wages.

◊ Some **health** occupations continue to have shortages caused by several factors including a shortage of trained people, aging and retirements in the existing workforce, and increasing health demands of the population. The three northern health authorities face additional challenges of competing with less isolated health authorities for shortage occupations, and ensuring services and staffing levels keep pace with the needs of a growing population. They are also interested in filling available jobs with local people since people with family connections in the northern region are more likely to stay.

◊ Across Saskatchewan, more **medical laboratory and radiation/x-ray technicians** will be needed in the province to replace those who retire and to meet a growing demand for diagnostic services.

◊ In Saskatchewan, the number of **nurses** has risen since 2002, however, projections still indicate there will be a shortfall of about 400 nurses between new graduating nurses and retiring nurses by 2008.

◊ In the north central area, Mamawetan Churchill River Regional Health Authority has human resource challenges ranging from recruitment of trained professionals (**nurses, public health inspectors, and health information professionals**) and retention issues such as housing in small communities, implementation of full scope of practice for **nursing** (LPNs, RNs, and Nurse Practitioners), and geographic and professional isolation. As a result of some of these challenges, there is an increase in staff sick time, an increase in workload and overtime pay, and staff morale issues. Overtime costs have been caused by staff and nurse shortages because of difficulties in recruiting full-time and casual nursing staff in the acute care and the health centres. Nurse Practitioner requirement by April 1, 2006, will severely impact the Authority's ability to recruit replacement staff. Public health inspectors face a heavy workload because of the large size of the area and the large number of inspection sites.

◊ In the northwest, Keewatin Yatthé Regional Health Authority also continues to face staff recruitment and retention challenges. Staff turnover increases the work load for other workers resulting in high overtime costs, decreased productivity, and increased stress. Since

the local labour pool of skilled health sector workers is small, the Authority must recruit from outside of the region, which increases recruitment costs. Compared to all other Saskatchewan regional health authorities in 2004-05, Keewatin Yatthé Health Region had a higher use of overtime in all its unions except one.

◊ In spring 2006, two of the three northern health regions were advertising for over 30 positions including **nurses, licensed practical nurses, lab/x-ray technicians, health inspectors, social workers, addiction counselors, management staff, and support workers like house-keeping and clerks.** Almost all of the positions require a post-secondary diploma or degree.

- **Training Opportunities**: Strategies implemented to recruit and retain educators and health care workers

◊ Accreditation was renewed in 2005 for the Mamawetan Churchill River Regional Health Authority and its La Ronge health facility. The accreditation enables northern students training in health careers to do some of their practicums at La Ronge rather than in Prince Albert, and so complete their training in a timely manner and at a northern location closer to their homes. In 2005, Keewatin Yatthé Regional Health Authority began the 18-month long process to be accredited. Keewatin Yatthé anticipates undergoing the official survey by the end of 2006. Accreditation is an assessment and evaluation process conducted by the Canadian Council of Health Services Organizations to recognize that an organization's services meet national standards of quality.

◊ The Keewatin Yatthé Health Authority is providing 10 bursaries of $3,000 each to students in health-related training – many of the recipients have chosen nursing. Since the bursary program started three years ago, Keewatin Yatthé has seen an increase in return of people who took advantage of the bursary support.

◊ The list of training needs in the northern region include **addictions counsellor, home care/special care aide, registered and practical nurse, physical therapist, health access program, food service, social work, detox attendants, public health inspectors, health care administration (management training) and office education and computer training.**

◊ Similar strategies have been undertaken by both the health authorities and the school systems in northern Saskatchewan to overcome difficulties in recruiting and retaining qualified staff. Recruitment and retention strategies include: signing bonuses, retention bonuses, northern allowances, paid trips south, additional vacation time, subsidized utility rates and subsidized, furnished housing or a housing subsidy. A moving allowance may also be available as well as travel assistance for applicants.

◊ The provincial government has implemented a number of initiatives in health and education sectors that are creating the following training and employment opportunities for people in the northern region and across the province.

- The province's new Health Workforce Action Plan, released in December, sets out some actions to address the human resource challenges in the health sector including a new provincial recruitment agency, increasing the number of clinical work placements for students, and creating a health labour market council to match supply of workers to demand. Such a council may provide an opportunity for the Northern Health Sector Training Subcommittee (a subcommittee of the Northern Labour Market Committee) to link into a broader training initiative.

- To combat the nursing shortage, the province increased the number of training seats in the Nursing Education Programs to 400. Some of those additional training opportunities are targeted to northern and Aboriginal students at the Prince Albert Campus of First Nations University, the third location in the province delivering the full 4-year nursing degree program.

- First Nations University in Prince Albert also delivers the Northern Health Sciences Program, a 10-month program to prepare students interested in nursing and other health careers to obtain their math and science prerequisites.

- Saskatchewan Health provides an annual Bursary program to retain and recruit needed health care professionals. This year, $5 million in bursaries is available to health authorities, students, and employees. In return for financial assistance, students sign a return-service agreement to work in a publicly-funded position in Saskatchewan for a specified time.

- Saskatchewan Learning provides a $1 million Teacher Recruitment and Retention Program each year to enable school divisions to implement initiatives to recruit and retain teachers, including special bursaries for northern teachers.

- Teacher Education Programs (TEPs) are delivered in Regina and Saskatoon as well as Prince Albert, Meadow Lake, Buffalo Narrows, Pelican Narrows, and La Ronge.

Service Sector – Commercial and Non-commercial - Summary				
Labour market demand & priorities	**Training Opportunities - 2006-2007 ***			
	Northlands College	**Technical Institutes**	**Universities**	**Employer**
Basic Education				
Developmental Studies	X			
Adult 12/Pre-Technologies/GED preparation	X	X		
Specific Skills				
Business Administration Certificate	X	X	X	
Chemical Technology	X	X		
Community Addictions Worker (Chemical Dependency Worker)	X	X		

Service Sector – Commercial and Non-commercial - Summary				
Continuing Care Assistant (Home care/special care aide)	X	X		
Early Childhood Education Cert.	X	X		
Institutional Cooking	X	X		
Laboratory Technician		X		
Library Technician	X	X		
Licensed Practical Nurse		X		
Office Education	X	X		
Security Guard		X		
Truck Driver 1A	X			X
X-Ray Technician		X		
Professional and Management				
Physician			X	
Professional careers preparation-University Arts and Science	X		X	
Public Health Inspector			X	
Registered Nurse			X	
Social Worker	X (university entrance)		X	
Teacher	X (university entrance)		X	

* Programs are launched throughout the year - see Northlands College and Institutes' calendars and websites for details on additional courses and locations

5. Making the Connections to Training

5.1 Grade 12 Courses and Prerequisites for Post-secondary Training

- Core areas of study for Grade 12 students

  ◊ As more northern youth and adults achieve their Grade 12 education, fewer businesses are accepting less than a Grade 12 for their entry level workers.

  ◊ Course offerings from Kindergarten to grade 10 are standardized and mandatory. For Grade 11 and 12 students, however, Saskatchewan Learning aims to foster individual responsibility and personal growth by providing a framework of a minimum set of compulsory core courses and a set of electives based on the students' preferences and future career goals.

  ◊ Saskatchewan students need a total of 24 high school credits from grade 10 to 12 to graduate from high school. Five of the credits must be at level 30 (grade 12) and can be taken

through a high school, Saskatchewan Learning distance education, or a post-secondary institution (like Northlands College) approved to offer secondary level courses.

Credits required in Secondary Levels 10 to 30 – Grades 10 to 12				
Required Courses	**Grade 10**	**Grade 11**	**Grade 12**	**Total Credits Required**
English Language Arts	2	1	2	5
Mathematics	1	1		2
Science	1	1 at level 20 or 30		2
Social Science/	1	1 at level 20 or 30		2
Canadian Studies			1	1
Health Education/ Physical Education	1 at level 10, 20, or 30			1
Arts Education/ Practical and Applied Arts	2 at level 10, 20, or 30			2
Subtotal of Credits in Required Courses				**15**
Electives	3 at level 10, 20, or 30			9
Electives		6 at level 20 or 30		
Minimum Credits needed to pass each Grade	**8**	**16**	**24 (5 must be at level 30)**	**24**

◊ Northern youth and adults have greater access to Grade 12 classes than ever before.

- In school classrooms: two math and two science courses are generally available at most northern high schools (see table on next page).

- In Northlands College classrooms: Adult 12 programs for adult learners are offered in program centres across the north.

- On-line:
  - Central iSchool is a place for parents, students, and educators to find online resources, information, and enroll in courses from Saskatchewan Learning. As well, Saskatchewan Learning provides courses by other distance methods such as satellite courses (SCN) and correspondence. http://www.centralischool.ca/
  - Credenda Virtual High School is a new initiative from Prince Albert Grand Council offering a wide-range of maths and sciences, in addition to a variety of other course offerings. Credenda plans to expand delivery of courses to non-First Nations students as well. http://www.credenda.net/index.htm
  - Masinahikana On-Line School is available to any person in a northern Saskatchewan community. (School age students must have been out of school for at least one school year.) The school provides tutor support for students in their home communities and on-line teachers make regular community visits. http://school.edcentre.ca/

Level 30 (Grade 12) Math and Science Delivered at Northern Schools

Community	School Name	Gen Math 30	Math A30	Math B30	Math C30	Bio 30	Chem 30	Geology 30	Physics 30
Air Ronge Sk	Senator Myles Venne School	■	■	■		■	■		■
Beauval Sk	Valley View School		■	■		■			■
Black Lake Sk	Father Porte Memorial School		■			■	■	■	■
Buffalo Narrows	Northlands College	■	■	■	■	■	■		
Buffalo Narrows	Twin Lakes School		■				■		
Canoe Narrows	Canoe Lake First Nation School		■	■		■			■
Clearwater River	Clearwater River Dene School		■	■	■	■	■		■
Creighton Sk	Creighton Community School		■	■		■	■		■
Creighton Sk	Northlands College	■	■	■	■	■			■
Cumberland House	Charlebois Community School		■	■		■	■		
Cumberland House	Nisto Awasisak Memorial School		■	■	■	■	■		■
Deschambault Lake	Kimosom Pwatinahk Collegiate		■	■	■	■	■		■
Dillon Sk	Buffalo River Dene Nation School					■	■		■
Fond Du Lac Sk	Father Gamache Memorial School		■	■					
Ile A La Crosse	Rossignol High School		■	■		■	■		
La Loche Sk	La Loche Community School	■	■	■	■	■	■		■
La Loche Sk	Northlands College	■	■			■			
La Ronge Sk	Churchill Composite High School		■	■	■	■	■		■
La Ronge Sk	Northlands College	■	■	■	■	■	■		■
Montreal Lake	Montreal Lake School	■	■			■			
Patuanak Sk	St. Louis School		■	■		■	■	■	■
Pelican Narrows	Opawikoscikan School	■	■	■	■	■	■		■
Pinehouse Lake	Minahik Waskahigan School		■	■		■	■		
Sandy Bay Sk	Hector Thiboutot Community School		■	■	■	■	■		■
Southend Sk	Reindeer Lake School		■	■		■	■		
Stanley Mission	Rhoda Hardlotte Memorial High School		■			■	■	■	■
Wollaston Lake	Father Megret High School	■	■	■	■	■	■		■
On-Line Virtual High School	Credenda Virtual High school		■	■	■	■	■		■
On-Line Virtual High School	Masinahikana Education.Centre		■						■
Number Of Schools Offering This Class		**9**	**28**	**23**	**12**	**26**	**22**	**3**	**20**

■ Note: grey box signifies subject is offered

5.2 Apprenticeship Training Opportunities and Prerequisites

- Training combines on-the-job worksite training with periods of classroom training
  - ◊ Apprenticeship training combines hands-on learning where experts in a trade

(journeypersons) pass on their knowledge and expertise to employees (apprentices) right on the job.

◊ In some trades, journeypersons also write an inter-provincial examination that qualifies them to work anywhere in Canada.

◊ In northern Saskatchewan, the Northern Apprenticeship Committee (NAC – a joint training council) is working with the Apprenticeship and Trade Certification Commission and northern employers to increase the opportunities for people in trades employment and apprenticeship training. NAC can indenture apprentices directly to the Committee so that they can move among employers to progress through apprenticeship training more quickly. NAC also helps contractors and businesses locate trained northern trades workers more easily through a central registry.

◊ Employers usually prefer to hire workers who have completed Grade 12.

◊ Steps to entering a trade:

1. Stay in school. Most employers prefer to hire high school graduates with courses in mathematics, science, and communications.

2. Contact the Apprenticeship and Trade Certification office in your area or visit the web page www.sasknetwork.gov.sk.ca/pages/at/appship.html for tips on how to find an apprentice opportunity.

3. Find an employer or union willing to provide training and supervision to you as an apprentice. The Apprenticeship and Trade Certification office will help you and your employer sign a formal apprenticeship contract. This contract is registered with the Saskatchewan Apprenticeship and Trade Certification Commission. The fee to register as an apprentice and write the journeyperson exam is $480.00.

4. Attend technical training for the required number of weeks each year in order to receive theory, testing, and hands-on experience, some of which may not be available on the job.

5.3 Services for Learners and Employment Seekers

- Career and employment services

◊ Saskatchewan Advanced Education and Employment encompasses post-secondary training, student financial support, and CanSask career and employment services in order to strengthen the link between training and the labour market.

– Career services include office and internet services, career counseling, and job advertising.
– Employment services include several employment-related funding programs, wage

subsidies, and other funding to help clients get and keep a job.

- In the northern area, three offices are located in La Ronge, Creighton, and Ile a la Crosse. In addition, partners provide services on a contract basis to such communities as Buffalo Narrows, Stony Rapids, Cumberland House, and Pinehouse.
- The offices provide financial assistance for students from Skills Training Benefit for clients receiving Employment Insurance Benefits and Provincial Training Allowance for students receiving social assistance. To receive financial assistance, students must work with CanSask counselors to develop a Training Plan prior to accepting enrolment in training.

◊ People looking for employment or training can also get help from staff at First Nations and Metis Employment Outreach offices across the north. In Air Ronge, the Northern Industrial Career Centre (formerly the Forestry Career Centre) will help link people to employment and training opportunities in forestry as well as other economic sectors such as construction, mining, exploration, and highways.

◊ Keewatin Career Development Corporation (KCDC) provides a web site under a contract with CanSask to meet the needs of clients residing in remote locations where access to the Department's services is limited. KCDC also provides workshops to career counselors in high schools and employment outreach offices across the north to share information about employment-related programs and services.

◊ The Gary Tinker Federation for the Disabled (GTF) provides career and employment assessments for clients with disabilities under a contract with CanSask. The agency also provides funding that enables employers to assist people with disabilities to gain work experience and employment.

5.4 Education and Employment Connections

Institute/agency	Location	Contact	Web site
For a more detailed list go to http://www.sasknetwork.gov.sk.ca/html/Learners/educationtraining/postinstitutions.htm			
Apprenticeship And Trade Certification Commission	La Ronge	425-4385 1-800-667-4380	www.saskapprenticeship.ca
CanSask Career and Employment Centres - Saskatchewan Advanced Education and Employment	La Ronge Ile a la Crosse Creighton	425-4520 1-866-888-4520 833-3235 688-8826	http://www.sasknetwork.gov.sk.ca/
Dumont Technical Institute	Saskatoon	242-5297	http://www.gdins.org/
First Nations University of Canada	Prince Albert Campus Regina Campus Saskatoon Campus	763-0066 790-5950 931-1800	http://www.firstnationsuniversity.ca
Northern Industrial Career Centre	La Ronge	425-5758	
Fort McMurray Labour Market News	Fort McMurray	780-715-0222	www.woodbuffalo.net

Institute/agency	Location	Contact	Web site
Gary Tinker Federation for the Disabled	La Ronge	425-6612 1-866-365-5508	
KCDC – Keewatin Career Development Corp.	La Ronge	425-4778	www.kcdc.ca
Lac La Ronge Indian Band –Post-Secondary Education and Training	La Ronge	425-4938 1-877-768-6888	
Meadow Lake Tribal Council	Meadow Lake	236-5654	www.mltc.net
NORTEP/NORPAC – Northern Teacher Education Program	La Ronge	425-4411	www.nortep-norpac.sk.ca/
Northern Apprenticeship Subcommittee - coordinator	La Ronge Beauval	425-6617 288-6453	www.northernapprenticeship.com
Northlands College	La Ronge Creighton Buffalo Narrows Toll free	425-4353 688-8838 235-1765 1-888-311-1185	www.northlandscollege.ca
Oil Sands Subcommittee employment referral	Prince Albert	922-3068	
Enform Institute (formerly Petroleum Industry Training Service) Training for oil and gas rig crews	Calgary, Alberta Nisku, Alberta	403-250-9606 1-800-667-5557 780-955-7770 1-800-387-4976	www.pits.ca www.enform.ca
Prince Albert Grand Council – regional learning network	Prince Albert	953-7200	http://careers.pagc.sk.ca/
Saskatchewan Health	La Ronge	425-4510	www.health.gov.sk.ca
Saskatchewan Indian Institute of Technologies	Saskatoon	244-4444	www.siit.ca
Saskatchewan Institute of Applied Science and Technology 1-866-go-SIAST	Woodland Campus, Prince Albert Palliser Campus, Moose Jaw Kelsey Campus, Saskatoon Wascana Campus, Regina	953-7000 694-3200 933-5555 798-4356	www.siast.ca
Saskatchewan Advanced Education and Employment/Learning	La Ronge	1-800-667-4380 425-4380	www.sasked.gov.sk.ca
University of Regina	Regina	585-4111	www.uregina.ca
University of Saskatchewan	Saskatoon	966-4343	www.usask.ca
Woodland Cree Enterprises	La Ronge	425-4977	

5.5 Northlands College Training Program Priorities

◊ Northlands College has three campus centres located in northern communities and is the main deliverer of post-secondary programs in the northern area. Other agencies also deliver some post-secondary programs in northern Saskatchewan such as Northern Teacher Education Program – NORTEP and Saskatchewan Indian Institute of Technologies. Northern students also have the opportunity to enroll at other campuses in other areas of the province such as at the University of Regina and University of Saskatchewan, at the four campuses of Saskatchewan Institute of Applied Science and Technology (SIAST), Dumont Technical Institute, and First Nations University of Canada.

◊ Northlands College develops its training plans based on needs identified by the communities, Aboriginal agencies, economic development organizations, and industry. The College also develops partnerships with other agencies in order to acquire additional funding for the delivery of training across the north. The Board approves a Program Plan, which allocates funds by program area, by region, and by key sectors such as mining, forestry, health, literacy, and basic education. The following section provides a description and rationale for the Program Plan.

- Basic Education

◊ The College partners with other agencies to increase opportunities for Basic Education. During the last school year (2004-05), the provincial grant of $1.17M was expanded with partnerships to over $3.1M worth of Basic Education programs delivered in 19 communities and three mine sites.

◊ Northlands College offers Adult Basic Education credit courses including Adult 12, Pre-technologies, and Developmental Studies Phase III. The Mineral Sector Steering Committee continues to support the delivery of Pre-technologies, which includes 30 level math and sciences required for entry into technical training, health sciences and university. The College will continue to support core Adult Basic Education Programs in Buffalo Narrows, Creighton, and La Ronge program centres and will use the balance of their funding to partner in other communities.

◊ Oil Sands, forestry and mining sectors are increasingly demanding Grade 12 or GED 12 requirements for employment which will in turn increase the demand for GED preparation classes and fulltime credit programs. In the second year of the Oil Sands Project *"Bridges to Employment Training"*, which received funding from Northern Development Agreement (NDA), programming will again increase by 5 GED Preparation Programs and one Adult 12 Program in La Loche for an increase in capacity by 80 new seats. In addition, Northlands will continue to partner with Keewatin Career Development Corporation (KCDC) and Northern Lights School Division to deliver on-line Grade 10 courses and grade 12 courses. The Distance Education Tutors in the TEL Access Centres assist in the support of the on-line high school students. On-line or distributed delivery is essential to meet existing needs given the shortage of teachers and the need to extend access beyond the three main program centres.

◊ Basic Education non-credit courses include Developmental Studies Phase I, Phase II, Workplace Literacy, and project base and volunteer literacy programs. Given no new literacy program funding, the development and implementation of a strategy will only be able to target capacity building. The Basic Education Assessment Model continues to identify those clients that do not meet entrance into Basic Education programs (Developmental Studies Phase I, II and III) and currently there is no funding to address the very high number of clients who need full-time literacy programming.

◊ Basic Education is the foundation for continuation into post-secondary training targeting northern employment opportunities. The continued implementation of the Basic Education Assessment Model is to improve student placement, selections and enhance student success.

◊ Challenges in maintaining existing levels of education programs include the shortage of teachers, increased costs due to salary increases and facility leases, continued pressure on funding agencies' resources, lack of continuity of third party funding agreements, a marginal increase in BE program funding and the limitations of the Provincial Training Allowance (PTA) allocation. Additional PTA will be required to support the increase of BE activity under the Oil Sands Project. Given the college's reliance on partnership funding, shifts in third party funding agreements have a significant impact on program levels. Funding agencies are only sponsoring students' tuition and books - seat purchase or project funding is virtually non-existent.

- Skills Training

◊ Partnerships and Sector based training strategies are critical to delivering a large number and variety of skill programs. Training needs and delivery are planned in conjunction with a number of partners in mineral, forestry, health, oil sands, and traditional economies sectors in the north. Through partnerships, Northlands College has expanded its provincial funding budget of $2.16M to over $3.4M worth of skill programs delivered as of February 2006.

◊ Existing agreements such as the Multi Party Training Plan III, the Forestry Training Plan, and Northern Development Agreement continue to tie skill programming directly to industry-defined needs. The second year of the oil sands project *"Bridges to Employment Training"* will again increase skill programming by 6 Oil Field Safety programs (150 seats) and 8 skill training programs (108 seats).

◊ The MPTP III for the mineral sector will support the completion of Radiation Environment Technician and Instrumentation Technician. The Mine Engineering Technology Diploma is being delivered for the first time to target more advanced positions in the mine. Other programs considered for delivery are Underground Mining Phase One and Core, Mineral Exploration Technician, Raise Bore Operation, and Cooking Apprenticeship programs.

- University

◊ Northlands College is an official off-campus Arts and Science site, offering courses from both the University of Saskatchewan and University of Regina. University access through Northlands College is coordinated from La Ronge but access through SCN sites is available in La Loche, Sandy Bay, Buffalo Narrows, Creighton, La Ronge, and other community access sites upon meeting SCN delivery criteria. SCN continues to be critical to our distance education model.

◊ Northlands College continues to offer a "Supportive Distance Education Model". Northlands College hires tutors and proctors to deliver services to the students.

◊ University course highlights include the University Regional Program in Buffalo, which will again this year have a Teachers Entrance option and a Bachelor of Arts option and be supported by the Distance Education Tutors. In addition, a one-year University of Regina Certificate of Continuing Education Administrative Development will be offered.

- ◊ In 2006-07 Northlands College will continue to integrate funding sources to support three Technology Enhanced Access Centres located in Buffalo Narrows, La Ronge, and Creighton to support students wishing to access on-line classes. Experience has revealed that, without on-site support via the technician, coordinator, and Distance Education Tutors, most of the students would discontinue the classes after the first few weeks and would not have achieved the high levels of success.

- ◊ Northlands College has been accepted as a member of the University of the Artic. The consortium provides access to on-line courses accepted for credit to a Bachelor of Arts in Circumpolar Studies with the University of Saskatchewan. In 2005-06 this partnership led to 19 adult students and a pilot of 13 high school students accessing University of the Artic classes.

- Learner Support and Counseling Services

  - ◊ Northlands College provides Learner Support at the facilities and student residences in La Ronge, Creighton, and Buffalo Narrows, SCN, TEL Centres, Employment Assistance for Persons with Disabilities (EAPD) Accommodations, Student Assessments, and the Learning Strategists. Counseling Services includes Career Services departments in each region, as well as the Assessment Counselor.

  - ◊ BE programming dollars pays for GED examination support. In addition, support is provided to students through the Learning Strategists who provide further assessment testing, individual learning plans, and teach learning strategies to small groups or to individual students.

  - ◊ Career Services is an integrated model of delivery of counseling and student services in each region of the college. Each region is staffed by a full-time Counselor and two Student Advisor positions. The Counselors and Student Advisors are involved in various components of the BE Assessment Model which is integrated into counseling process, student selections, and student centered team meetings. In addition, the Career Services department provides services in orientation, career planning workshops, financial counseling, referral to specialized services, and academic assessment. Northlands College is reviewing their Career /Student Services with a vision to improve their model of delivery.

5.6 Training Opportunities through Northlands College 2006-2007

The following programs were slated for delivery as of January 2006. Additional programs will be launched throughout the year. Tuition fees were as of January 2006 – fees may increase. Please check with Northlands College staff for up-to-date listings and fees.

Program Name	Location	Dates	Length	Tuition	Books Etc	Entrance Requirements
Oil Sands						
Camp Services	Buffalo Narrows	Sept. 25/06-Dec. 20/06	12 weeks	$1550	NA	Grade 10
Construction Labour	Buffalo Narrows	Sept. 5/06-Nov. 30/06	12 weeks	$1050	NA	Grade 10
Instrumentation Engineering Tech 1	Buffalo Narrows	Sept. 5/06-Aug 5/07	39 weeks	$5670	$1500	Grade 12 with 60% in Math B30 and C30, Physics
Oil Fields Safety	Beauval, Canoe L., Dillon, Green L., Pinehouse, St. George's Hill	TBA	4 days	$400	NA	No prerequisites
Power Engineering	Buffalo Narrows	Sept. 5/06-June 22/07	40 weeks	$3300	$1250	Grade 12 with Math B30
Steam/Pipe fitter	Buffalo Narrows	Aug 28/06-Dec 21/06	16 weeks	$2000	$1200	Grade 10
Mine Training						
Chemical Technology 2 year Diploma	Yr1-La Ronge Yr2-Saskatoon	Sept/06-Dec/08	104 weeks	Yr1-$5500 Yr2-$4080	Yr1-$1200 Yr2-$700	Grade 12 with minimum 60% average, EngA30 and B30, Math30, Chem30 or Physics 30
Mineral Exploration1	Athabasca	Oct 2/06-Nov 10/06	6 weeks	TBA	$200	Grade 10 preferred, age 18, out of school one year
Mineral Exploration1	La Ronge	Oct 9/06-Nov 17/06	6 weeks	TBA	$200	Grade 10 preferred, age 18, out of school one year
Mineral Exploration2	TBA	Apr 2/07-May 11/07	6 weeks	TBA	$200	Grade 10 preferred, age 18, out of school one year
Mining Technology 2 year Diploma	La Ronge	Sept /06-Jun/08	112 weeks	Yr1-$5500 Yr2-$5500	Yr1-$1200 Yr2-$800	Grade 12 with minimum 60% average, EngA30 and B30, Math30, Chem30 or Physics 30
Business, Health, & Community Services						
Community Additions Program	Creighton	Sept/06-June/08	60 weeks	$4836	$2200	Grade 12 with Eng 30A, Eng 30B, chemical dependency assessment
Community Additions Program	La Ronge	Sept/06-June/08	60 weeks	$4836	$2200	Grade 12 with Eng 30A, Eng 30B, chemical dependency assessment
Continuing Care Assistant	La Ronge	Aug 28/06 – Apr 5/07	30 Weeks	$2790	$600	Grade 10 or GED 12, personal and physical suitability, criminal record check
Early Childhood Education	Creighton	Sept 5/06 – June 22/07	38 Weeks	$3700	$1500	Grade 12 with Eng 30A, Eng 30B, or special admission test
Early Childhood Education	Cumberland House	Sept 5/06 – June 22/07	38 Weeks	$3700	$1500	Grade 12 with Eng 30A, Eng 30B, or special admission test
Institutional Cooking	Creighton	Sept 25/06 – Feb. 23/07	20 Weeks	$2000	$500	Grade 8 or special admission
Office Education	La Ronge	Sept 5/06 – June 15/07	37 Weeks	$3450	$1500	Grade 12 or equivalent
Trades & Related						
Pre Employment Electrician	Buffalo Narrows	Sept 5/06 – Mar 2/07	24 Weeks	$2005	$300	Grade 11 with Math 20
Pre Employment Welding	Buffalo Narrows	Sept 5/06 – May 15/07	34 Weeks	$3200	$400	Grade 10 or special entrance test

Program Name	Location	Dates	Length	Tuition	Books Etc	Entrance Requirements
Pre Employment Welding	Creighton	Sept 18/06 – June 1/07	34 Weeks	$3200	$400	Grade 10 or special entrance test
Carpenter Level 3	La Ronge	Nov 1/06 – Feb 2/07	12 Weeks	$240	NA	Grade 10 and about 5400 trade hours
Carpenter Level 4	La Ronge	Feb 5/07 – May 2/07	12 Weeks	$240	NA	Grade 10 and about 7200 trade hours
Truck Driver 1A	La Ronge	Apr/07 – June/07	8 weeks	$5150	NA	Grade 10, class 5 drivers license, medical exam, drug test, age 18
Truck Driver 1A	Pelican Narrows	July 17/06– Aug 25/06	12 weeks	TBA	TBA	Grade 10, class 5 drivers license, medical exam, drug test, age 18
Basic Education						
Adult 12 Pre-technologies	Buffalo Narrows	Aug 30/06 – June 29/07	40 Weeks	$6800	N/A	Grade 10 or Developmental Studies Phase 3
Adult 12 Pre-technologies	La Loche	Sept 5/06 – June 29/07	40 Weeks	$6800	N/A	Grade 10 or Developmental Studies Phase 3
Adult 12 Pre-technologies	La Ronge	Aug 23/06 – June 27/07	40 Weeks	$6800	N/A	Grade 10 or Developmental Studies Phase 3
Developmental Studies Phase 1	Deschambeault	Sept 25/06 – Dec 22/06	12 Weeks	$2040	N/A	Pre-Test and intake interview
Developmental Studies Phase 1	La Ronge	Sept 15/06 – Dec 22/06	12 Weeks	$2040	N/A	Pre-Test and intake interview
Developmental Studies Phase 2	La Ronge	Jan 10/06- June 15/07	12 Weeks	$2040	N/A	Pre-Test and intake interview
Developmental Studies Phase 2	Creighton	Sept 5/06-Jan 26/07	20 Weeks	$3400	N/A	Pre-Test and intake interview
Developmental Studies Phase 2	Creighton	Jan 29/06 – June 29/07	22 Weeks	$3400	N/A	Pre-Test and intake interview
Developmental Studies Phase 3	Buffalo Narrows	Sept 5/06 – Apr 27/07	30 Weeks	$5100	Included	Developmental Studies Phase I or II or pre-Test and intake interview
Developmental Studies Phase 3	Creighton	Sept 5/06 – Apr 27/07	30 Weeks	$5100	Included	Developmental Studies Phase I or II or pre-Test and intake interview
Developmental Studies Phase 3	Cumberland House	Oct 2/06 – May 25/07	30 Weeks	$5100	Included	Developmental Studies Phase I or II or pre-Test and intake interview
Developmental Studies Phase 3	La Ronge	Aug 1706 – Mar 28/07	30 Weeks	$5100	Included	Developmental Studies Phase I or II or pre-Test and intake interview
Developmental Studies Phase 3	Pelican Narrows	Sept 5/06 – Apr 27/07	30 Weeks	$5100	Included	Developmental Studies Phase I or II or pre-Test and intake interview
GED Plus	Creighton	Sept 5/06- Jun29/07	41 weeks	$6790	NA	Grade 10 or testing
GED Preparation	Beauval	Sept 5/06- Nov 30/06	12 weeks	$2040	included	No prerequisites
GED Preparation	Canoe Lake	Dec 4/06-Mar 12/07	12 weeks	$2040	included	No prerequisites
GED Preparation	Dillon	Sept 5/06- Nov 30/06	12 weeks	$2040	included	No prerequisites
GED Preparation	Green Lake	Mar 14/07- Jun 8/07	12 weeks	$2040	included	No prerequisites
GED Preparation	St George's Hill	Dec 4/06-Mar 12/07	12 weeks	$2040	included	No prerequisites
GED testing	La Ronge	Aug 8-9/06 Oct 10-11/06	2 days	$35 fee	NA	Photo ID at testing sites
GED testing	Creighton	Aug 17-18/06 Oct 12-13/06	2 days	$35 fee	NA	Photo ID at testing sites
GED testing	Buffalo Narrows	Monthly	2 days	$35 fee	NA	Photo ID at testing sites
Other Programs						
Ed-2-Go	on-line	A variety of computer, business, and personal enrichment courses are available on-line. See selection at www.ed2go.com/northlands				

Program Name	Location	Dates	Length	Tuition	Books Etc	Entrance Requirements
TEL programs	on-line	On-line programs provide opportunity to improve computer skills, or take on-line credit or non-credit courses with learners support, tutorials, and counseling.				
University Education						
Bachelor of Arts Option	La Ronge Creighton Buffalo Narrows	Sept 5/06-Apr 19/07	28 weeks	$3800	$900	Grade 12
Northern Studies degree completion	La Ronge Creighton Buffalo Narrows	Sept 5/06-June 28/08	2 years	$4200 /year	$1100 /year	30 credits or more of university course work
Program Name	**Location**	**Dates**	**Length**	**Tuition**	**Books Etc**	**Entrance Requirements**
Teacher Entrance Option	La Ronge Creighton Buffalo Narrows	Sept 8/06-April19/07	28 weeks	$3800	$900	Grade 12
Certificate of Continuing Education Administrative Development	La Ronge Creighton Buffalo Narrows	Sept 5/06-June 28/07	36 weeks	$4200	$1000	Grade 12
University Courses	Northlands College through *Campus Saskatchewan* partnerships with University of Regina and Saskatchewan and SIAST is able to provide access to numerous university classes. Classes towards Bachelor of Arts in Sociology, Northern Studies, Native Studies, and Human Justice, pre-Education classes, pre-Law classes, pre-Social Work classes, pre-Police Studies classes, Pre-Administration classes. Contact Northlands College for more information					

6. Thanking Our Sources

6.1 Sources List

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6.2 Northern Labour Market Committee

The Northern Labour Market Committee (NLMC) began in 1983 with a membership of 10 training and Aboriginal organizations and has expanded to over 80 participants to become an effective and respected forum to address employment, training, and economic development issues in northern Saskatchewan.

Participants represent industry and employers, training institutions, funding agencies, and northern communities. Working through 11 subcommittees, the NLMC has shared information, pursued solutions, and worked on tasks in all sectors including education and training, mining, forestry, aviation, apprenticeship, health, information technology, tourism, oil sands development, small business, and traditional economies.

Northern Labour Market Committee	
AGENCY	AGENCY
APPRENTICESHIP & TRADE CERTIF. COMMISSION	NORTHCOTE METIS DEVELOPMENT CORP.
AREVA GROUP	NORTHEAST DEVELOPMENT CORPORATION
ATHABASCA ECONOMIC DEV. & TRAINING CORP.	NORTHERN APPRENTICESHIP COMMITTEE
ATHABASCA HEALTH AUTHORITY	NORTHERN DEVELOPMENT BOARD CORP.
AURORA COMMUNCIATIONS	NORTHERN HEALTH STRATETGY WORKING GROUP
BEAUVAL, NORTHERN VILLAGE OF	NORTHERN HUMAN SERVICES PARTNERSHIP
BEAVER RIVER COMMUNITY FUTURES CORPORATION	NORTHERN LIGHTS SCHOOL DIVISION
BUFFALO NARROWS ECONOMIC DEVEL CORP	NORTHERN MINES MONITORING SECRETARIAT
BUFFALO NARROWS, VILLAGE/NEW NORTH CHAIR	NORTHERN RESOURCE TRUCKING
CAMECO CORPORATION	NORTHERN SASK TRAPPERS ASSOCIATION
CENTRAL CREE ECONOMIC DEVELOPMENT CORP.	NORTHLANDS COLLEGE
CLAUDE RESOURCES INC.	NORTHWEST COMMUNITIES WOOD PRODUCTS

Northern Labour Market Committee

CLEARWATER CLEAR LAKE METIS REGION 2
CREIGHTON REGIONAL DEVELOPMENT CORP.
CREIGHTON SCHOOL DIVISION #111
CROWN INVESTMENTS CORPORATION OF SASK.
CUMBERLAND HOUSE, VILLAGE/NORTHCOTE METIS
DUMONT TECHNICAL INSTITUTE
FIRST NATIONS UNIVERSITY OF CANADA
GABRIEL DUMONT INSTITUTE
GARY TINKER FEDERATION
GREEN LAKE METIS WOOD PRODUCTS
HUDSON BAY MINING AND SMELTING
HUMAN RESOURCES AND SKILLS DEVELOPMENT
ILE A LA CROSSE SCHOOL DIVISION
INDIAN AND NORTHERN AFFAIRS CANADA
JIM BRADY DEVELOPMENT CORPORATION
JIM BRADY EMPLOYMENT AND TRAINING CENTRE
KEEWATIN CAREER DEVELOPMENT CORP.
KEEWATIN YATHE HEALTH DISTRICT
KITSAKI MANAGEMENT LIMITED PARTNERSHIP
LAC LA RONGE INDIAN BAND, EDUCATION BRANCH
MAMAWETAN CHURCHILL RIVER HEALTH DISTRICT
MEADOW LAKE OSB LIMITED PARTNERSHIP
MEADOW LAKE TRIBAL COUNCIL
METHY PATHWAYS BOARD
METIS EMPLOYMENT AND TRAINING - BEAUVAL
METIS EMPLOYMENT AND TRAINING CENTRE - PA
METIS EMPLOYMENT AND TRAINING OF SASK. INC
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NEW NORTH - SANC SERVICES INC.
NORTEP/NORPAC
NORTHWEST DEVELOPMENT COUNCIL
NORTHWESTERN METIS TRAINING & EMPLOYMENT
OIL SANDS SUBCOMMITTEE
PETER BALLANTYNE CREE NATION
PRINCE ALBERT GRAND COUNCIL
SAKITAWAK DEVELOPMENT CORPORATION
SASK. COMMUNITY RESOURCES & EMPLOYMENT
SASK. INDIAN INSTITUTE OF TECHNOLOGIES
SASK. LABOUR FORCE DEVELOPMENT BOARD
SASKATCHEWAN AGRICULTURE AND FOOD
SASKATCHEWAN CONSTRUCTION ASSOCIATION
SASKATCHEWAN COOPERATIVE FISHERIES LIMITED
SASKATCHEWAN CORRECTIONS & PUBLIC SAFETY
SASKATCHEWAN CULTURE, YOUTH AND RECREATION
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ZELENSKY BROTHERS SAWMILL